

**Budget & Revenue Task Force Meeting**  
**Monday, February 14, 2011 at 6:00 PM**  
**Selectmen's Hearing Room**

1. FY2012 Budget  
Mr. Sullivan presented an overall FY12 Budget Summary along with an FY12 Deficit Tracking Document projecting the FY12 \$3.8 million dollar deficit.  
Ms. Bodie presented the Arlington Public Schools FY12 Superintendent's Proposed Budget projecting a 3% reduction in services for FY12.
2. Five Year Projection  
Mr. Sullivan not only re-stated the \$3.8 million dollar deficit situation, but also spoke to the limited revenue growth available for the Town, large increases in healthcare, large increases in energy costs, and disproportionate cuts from the State in local aid.
3. Local Aid  
Mr. Sullivan presented the Massachusetts Department of Revenue/Division of Local Services FY 2012 Local Aid Estimates along with an FY2012 Local Aid Assessments Arlington.  
Senator Donnelly, Representative Kaufman, Representative Brownsberger, and Representative Garballey, spoke to the almost \$2 billion dollar deficit at the State level, how bad the economic forecast looks across the State and the negative impact it will have on local aid, and warn that the state budget may be worse than it is projected due to assumptions in the Governor's budget (revenue overestimates, etc.). They all agree that the local aid formula should change to include a component regarding revenue growth potential of communities, but it will not happen this year or next.
4. Health Care Legislation  
Mr. Sullivan requested the Legislators fast-track help for Arlington with healthcare costs; healthcare is the most important way to reduce expenses quickly for the budget.  
The Legislators agreed that healthcare costs must stabilize for the financial health of communities, yet the GIC plan has been met with much hesitation from municipal employees and unions. The Selectmen and Town Manager thanked the Legislators for advocating for Arlington, but also asked them for continued help on the formula, other money available for projects/education, and better controls in reducing healthcare costs.
5. Total Teacher Compensation Analysis  
Ms. LaCourt, Ms. Kirsi Allison-Ampe, and Ms. Linda Hanson presented a Teacher's Pay Scale and Benefits along with a Health Care Summary. This comparison of Arlington's Teachers total compensation package (pay and health care benefits) to the TM 20 (13 of the 20 communities used in budget comparisons). Below lists the findings:
  - On the lower pay scale end both with the individual and family health plan the Arlington teachers' compensation packages are higher than comparable towns.
  - On the higher pay scale end both with the individual and family health plan the Arlington teachers' compensation packages are lower than comparable towns.
  - On the mid range pay scale with the individual health plan the Arlington teachers' compensation packages are lower than comparable towns.
  - On the mid range pay scale with the family health plan the Arlington teachers' compensation packages are higher than comparable towns.

## **ATTENDANCE SHEET**

Diane Mahon, Selectmen, Chair  
Annie LaCourt, Selectmen, Vice Chair  
John W. Hurd, Selectmen  
Clarissa Rowe, Selectmen  
Ruth Lewis, Comptroller  
Brian Sullivan, Town Manager  
Adam Chapdelaine, Deputy Town Manager  
Juliana Rice, Town Counsel  
Senator Ken Donnelly  
Representative Jay Kaufman  
Representative Will Brownsberger  
Representative Sean Garballey  
Joe Curro, School Committee, Chair  
Leba Heigham, School Committee, Vice Chair  
Kirsi Allison-Ampe, School Committee  
Jeff Thielman, School Committee  
Kathleen Bodie, Superintendent  
Stephen J. Gilligan, Treasurer  
Al Tosti, Finance Committee  
Charlie Foskett, Capital Committee  
Mary Ann Sullivan, Selectmen's Office



**Town of Arlington  
Office of the Town Manager**

Brian F. Sullivan  
Town Manager

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**MEMORANDUM**

**DATE:** February 12, 2011

**TO:** Budget & Revenue Task Force Members

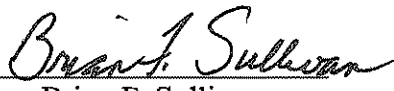
**SUBJECT:** Information Packet

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Please find the attached information in regard to Monday's meeting of the Budget and Revenue Taskforce. The information attached is as follows:

- **Overall Budget Summary** – This document provides a snapshot summary of the FY 2012 budget as will be proposed in the Town Manager's Financial Plan.
- **Town/School Breakdown Comparison** – This document demonstrates the shift in the Town/School funding split between FY 2005 and the present.
- **Five Year Plan 11/30/2010** – This is baseline scenario as agreed upon by the Long Range Planning Committee in the fall of 2010.
- **FY 2012 Deficit Tracking Document** – This document illustrates the changes from the 11/30/2010 baseline Five year scenario leading to the 2/9/2011 document.
- **Five Year Plan 2/9/2011 (Deficit)** – This document represents a status quo budget for FY 2012 based upon revenues and expenses as currently projected.
- **Five Year Plan 2/9/2011 (Balanced)** – This document presents the Five Year Plan as projected based upon the FY 2012 budget as will be proposed in the Town Manager's Financial Plan.
- **FY 2012 Cherry Sheet** – FY 2012 Local Aid Estimates based upon Governor's proposal.
- **Chart** - Demonstrating Arlington's decreasing allotment of total state aid.
- **Chart** - Demonstrating Arlington's cumulative state aid change since FY 2002 vs. all communities.

- **Chart** - As presented to Governor's Director of Local Policy, comparing Arlington's state aid decreases to other communities, using excess levy capacity and Municipal Revenue Growth Factor (MRGF) as filters.
- **Chart** - As prepared by Representative Will Brownsberger demonstrating Arlington's decreasing state aid since 2002.
- **Governor's FY 2012 Proposals** – Document as distributed at MMA Annual Meeting which describes Governor Patrick's Local Aid proposals, as well as his municipal health insurance proposal.
- **Governor's Municipal Relief Submission** – Text of legislation as filed by Governor Patrick, including the Governor's municipal health insurance proposal.
- **News Articles** – Series of news articles from local media, dealing with Speaker Deleo's comments on municipal health insurance reform, and Governor Patrick's municipal health insurance reform proposal.

  
Brian F. Sullivan  
Town Manager

## Overall Budget Summary

			Change	
	FY2011	FY2012	\$	%
<b>Revenue</b>				
Property Tax	\$ 85,958,974	\$ 88,587,262	\$ 2,628,288	3.1%
Local Receipts	\$ 8,820,707	\$ 8,910,000	\$ 89,293	1.0%
State Aid	\$ 13,576,740	\$ 13,341,134	\$ (235,606)	-1.7%
School Construction Aid	\$ 2,531,085	\$ 2,531,085	\$ -	0.0%
IDEA & SFSF Funds	\$ 489,705	\$ -	\$ (489,705)	-100.0%
Free Cash	\$ 582,051	\$ 385,249	\$ (196,802)	-33.8%
Other Funds	\$ 2,080,000	\$ 200,000	\$ (1,880,000)	-90.4%
<b>TOTAL REVENUES</b>	<b>\$ 114,039,262</b>	<b>\$ 113,954,730</b>	<b>\$ (84,532)</b>	<b>-0.1%</b>
<b>Expenditures</b>				
Municipal Departments	\$ 27,815,520	\$ 26,923,164	\$ (892,356)	-3.2%
School Department (includes IDEA funds above)	\$ 39,081,156	\$ 38,516,006	\$ (565,150)	-1.4%
Minuteman School	\$ 2,739,795	\$ 2,352,988	\$ (386,807)	-14.1%
Non-Departmental (Healthcare & Pensions)	\$ 26,375,704	\$ 27,351,086	\$ 975,382	3.7%
Capital	\$ 7,974,393	\$ 8,448,540	\$ 474,147	5.9%
MWRA Debt Shift	\$ 5,593,112	\$ 5,593,112	\$ -	0.0%
Warrant Articles	\$ 567,465	\$ 609,090	\$ 41,625	7.3%
<b>TOTAL EXPENDITURES</b>	<b>\$ 110,147,146</b>	<b>\$ 109,793,986</b>	<b>\$ (353,160)</b>	<b>-0.3%</b>
<b>Non-Appropriated Expenses</b>	<b>\$ 3,892,117</b>	<b>\$ 4,160,744</b>	<b>\$ 268,628</b>	<b>6.9%</b>
<b>Surplus/(Deficit)</b>	<b>\$ (0)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

FY 05 - FY 09 - FY 11 - FY 12 - Town/School Breakdown Comparison		
<b>FY 05 Town/School Split</b>		
Town	\$24,673,338	43.32%
School	\$32,288,213	56.68%
<b><u>FY 09 Town/School Split</u></b>		
Town	\$27,673,173	42.34%
School	\$37,678,871	57.66%
<b><u>FY 11 Town/School Split*</u></b>		<b><u>% Breakdown</u></b>
Town	\$27,815,520	41.89%
School	\$38,591,451	58.11%
<b><u>FY 12 Town/School Split - Same % as FY 09</u></b>		
Town	\$27,710,066	42.34%
School	\$37,729,104	57.66%
<b><u>FY 12 Town/School Split - Same % As FY 11</u></b>		<b><u>% Breakdown</u></b>
Town	\$27,412,468	41.89%
School	\$38,026,702	58.11%
<b><u>FY 12 Town/School Split - Proposed</u></b>		<b><u>% Breakdown</u></b>
Town	\$26,923,164	41.14%
School	\$38,516,006	58.86%
<b><u>Difference</u></b>		
<b>FY 12 Proposed</b>	<b>FY 12 - Same % as FY 05</b>	
\$38,516,006	\$37,093,686	<b>\$1,422,320</b>
<b><u>Difference</u></b>		
<b>FY 12 Proposed</b>	<b>FY 12 - Same % as FY 09</b>	
\$38,516,006	\$37,729,104	<b>\$786,902</b>
<b><u>Difference</u></b>		
<b>FY 12 - Proposed</b>	<b>FY 12 - Same % as FY 11</b>	
\$38,516,006	\$38,026,702	<b>\$489,304</b>

\*Excluding \$489,705 IDEA & SFSF - Direct Spend by Schools

Five Year Projected Financial Plan 2012-2016  
As of 11/30/2010  
Scenario 2 - Baseline

I REVENUE

- A. State Aid  
    School Construction Aid  
    Jobs Bill & SFSF  
    IDEA Funds  
B. Local Receipts  
C. Free Cash  
D. Overlay Reserve Surplus  
E. Property Tax  
F. Override Stabilization Fund

FY 2011	FY 2012	Dollar Change	Percent Change	FY 2013	Dollar Change	Percent Change	FY 2014	Dollar Change	Percent Change	FY 2015	Dollar Change	Percent Change	FY 2016	Dollar Change	Percent Change
13,576,740	12,897,903	(678,837)	-5.00%	12,897,903	0	0.00%	12,897,903	0	0.00%	12,897,903	0	0.00%	12,897,903	0	0.00%
2,531,085	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%
526,533		(526,533)			0			0			0			0	
359,964		(359,964)	-100.00%		0			0			0			0	
8,860,000	8,910,000	50,000	0.56%	8,960,000	50,000	0.56%	9,010,000	50,000	0.56%	9,060,000	50,000	0.55%	9,110,000	50,000	0.55%
582,051	385,249	(196,802)	-33.81%	500,000	114,751	29.79%	500,000	0	0.00%	500,000	0	0.00%	500,000	0	0.00%
500,000	200,000	(300,000)	-60.00%	200,000	0	0.00%	200,000	0	0.00%	200,000	0	0.00%	200,000	0	0.00%
85,901,249	88,146,408	2,245,159	2.61%	90,444,207	2,297,799	2.61%	92,794,561	2,350,354	2.60%	95,218,815	2,424,254	2.61%	97,696,216	2,477,401	2.60%
1,580,000		(1,580,000)													

TOTAL REVENUES

II APPROPRIATIONS

- A. Operating Budgets  
    School  
        Jobs Bill, SFSF & IDEA  
        General Education Costs  
        Special Education Costs  
    Net School Budget  
    Minuteman  
    Town  
        Personnel Services  
        Expenses  
    Less Offsets:  
        Enterprise Fund/Other  
        Tip Fee Stabilization Fund  
    Net Town Budget  
        MWRA Debt Shift  
B. Capital budget  
    Exempt Debt Service  
    Non-Exempt Service  
    Cash  
    Minus Capital Carry Forward  
    Total Capital  
C. Pensions  
D. Insurance  
E. State Assessments  
F. Offset Aid - Library & School  
G. Overlay Reserve  
H. Other Crt Jdgmnts/ Deficit/ symmes  
I. Warrant Articles  
J. Override Stabilization Fund  
K. TOTAL APPROPRIATIONS

114,417,622	113,070,645	(1,346,977)	-1.18%	115,533,195	2,462,550	2.18%	117,933,549	2,400,354	2.08%	120,407,803	2,474,254	2.10%	122,935,204	2,527,401	2.10%
38,591,451	40,992,252			42,969,815			45,054,592	2,084,776		47,252,993	2,198,402		49,571,844	2,318,850	
886,497															
24,983,040	25,482,701	499,661	2.00%	26,374,595	891,895	3.50%	27,297,706	923,111	3.50%	28,253,126	955,420	3.50%	29,241,985	988,859	3.50%
14,494,908	15,509,552	1,014,644	7.00%	16,595,220	1,085,669	7.00%	17,756,886	1,161,665	7.00%	18,999,868	1,242,982	7.00%	20,329,858	1,329,991	7.00%
39,477,948	40,992,252	1,514,304	3.84%	42,969,815	1,977,563	4.82%	45,054,592	2,084,776	4.85%	47,252,993	2,198,402	4.88%	49,571,844	2,318,850	4.91%
2,739,795	2,835,688	95,893	3.50%	2,934,937	99,249	3.50%	3,037,660	102,723	3.50%	3,143,978	106,318	3.50%	3,254,017	110,039	3.50%
20,994,640	21,327,589	332,949		22,278,937	951,348		23,317,082	1,038,145		24,013,663	696,582	2.99%	25,108,960	1,095,296	4.56%
9,110,916	9,160,916	50,000		9,210,916	50,000		9,260,916	50,000		9,310,916	50,000	0.54%	9,360,916	50,000	0.54%
1,629,215	1,686,238	57,023	3.50%	1,745,256	59,018	3.50%	1,806,340	61,084	3.50%	1,869,562	63,222	3.50%	1,934,996	65,435	3.50%
680,000	450,000	(230,000)	-33.82%	400,000	(50,000)	-11.11%	400,000	0	0%	20,352	(379,648)	-95%	0	(20,352)	-100%
27,796,341	28,352,268	555,927	2.00%	29,344,597	992,329	3.50%	30,371,658	1,027,061	3.50%	31,434,666	1,063,008	3.50%	32,534,879	1,100,213	3.50%
5,593,112	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%
2,618,094	2,529,197	(88,897)	-3.40%	2,434,589	(94,608)	-3.74%	2,332,724	(101,865)	-4.18%	2,243,452	(89,272)	-3.83%	2,243,452	0	0.00%
4,935,652	5,230,090	294,438	5.97%	5,417,998	187,908	3.59%	5,616,676	198,678	3.67%	5,627,749	11,073	0.20%	5,627,749	0	0.00%
934,947	830,200	(104,747)	-11.20%	865,250	35,050	4.22%	845,800	(19,450)	-2.25%	752,800	(93,000)	-11.00%	752,800	0	0.00%
(514,300)															
7,974,393	8,589,487	615,094	7.71%	8,717,837	128,350	1.49%	8,795,200	77,363	0.89%	8,624,001	(171,199)	-1.95%	8,624,001	0	0.00%
7,003,190	7,410,075	406,885	5.81%	7,854,680	444,605	6.00%	8,325,961	471,281	6.00%	8,825,518	499,558	6.00%	9,355,049	529,531	6.00%
19,422,863	21,114,594	1,691,731	8.71%	22,592,616	1,478,022	7.00%	24,174,099	1,581,483	7.00%	25,866,286	1,692,187	7.00%	27,676,926	1,810,640	7.00%
2,664,789	2,731,409	66,620	2.50%	2,799,694	68,285	2.50%	2,869,686	69,992	2.50%	2,941,428	71,742	2.50%	3,167,597	226,168	7.69%
58,547	58,547	0	0.00%	58,547	0	0.00%	58,547	0	0.00%	58,547	0	0.00%	58,547	0	0.00%
600,000	600,000	0	0.00%	800,000	200,000	33.33%	600,000	(200,000)	-25.00%	600,000	0	0.00%	800,000	200,000	33.33%
500,000	700,000	200,000	40.00%	700,000	0	0.00%	700,000	0	0.00%	700,000	0	0.00%	700,000	0	0.00%
586,644	646,515	59,871	10.21%	646,515	0	0.00%	646,515	0	0.00%	646,515	0	0.00%	0	(646,515)	-100.00%
114,417,622	119,623,947	5,206,325	4.55%	125,012,350	5,388,403	4.50%	130,227,030	5,214,679	4.17%	135,687,045	5,460,016	4.19%	141,335,972	5,648,927	4.16%

BALANCE

Single Year Deficit

(2,925,853)

(2,814,325)

(2,985,762)

(3,121,526)

Reserve Balances

Free Cash	770,498	1,000,000	1,000,000
Stabilization Fund	2,550,713	2,601,727	2,679,779
Override Stabilization Fund	0	0	0
Tip Fee Stabilization Fund	1,210,364	784,571	408,108
Municipal Bldg Ins. Trust Fund	943,945	962,824	991,709
TOTAL:	5,475,520	5,349,122	5,079,596
% of General Fund Revenue	4.8%	4.7%	4.4%

1,000,000			1,000,000
2,760,172			2,842,978
0			0
20,352			0
1,021,460			1,052,104
4,801,984			4,895,081
4.1%			4.1%

Assumptions  
5% State Aid Cut  
Health - 8.71% FY 12 - 7% Out Years  
5.81% Pension Inflation  
7% SPED Increase  
2% Departmental Inflation

**Town of Arlington  
FY 2012 Deficit Tracking Document**

<b>Deficit Figure 11/30/2011 (Scenario 2)</b>	<b>\$6,553,303</b>
Scenario 2 Assumptions - 5% State Aid Cut, 8.71% Health Insurance Increase, 5.81% Pension Increase, 2% Departmental Inflation, 7% SPED Increase	
<b><u>Revenue Changes</u></b>	
State Aid (House 1 Figures)	\$443,231
General Tax Levy	\$133,724
Symmes Debt Exclusion	\$307,130
<b>Revenue Subtotal</b>	<b>\$884,085</b>
<b><u>Expense Changes</u></b>	
School Appropriation	\$382,354
Minuteman Appropriation	(\$482,700)
Town Appropriation	\$19,562
Capital Appropriation	(\$363,677)
Symmes Debt Service	\$307,130
Pensions	(\$80,635)
Health Insurance	(\$1,592,948)
State Assessments	(\$17,150)
Cherry Sheet Offsets	\$3,538
Warrant Articles	(\$37,425)
<b>Expense Subtotal</b>	<b>(\$1,861,951)</b>
<b>Deficit Figure 2/9/2011</b>	<b>\$3,807,267</b>



Five Year Projected Financial Plan 2012-2016  
Demonstration of Deficit  
2/9/2011

I REVENUE

A. State Aid	13,576,740	13,341,134	(235,606)	-1.74%	13,341,134	0	0.00%	13,341,134	0	0.00%	13,341,134	0	0.00%	13,341,134	0	0.00%
School Construction Aid	2,531,085	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%
SFSF	129,741		(129,741)			0			0			0			0	
IDEA Funds	359,964		(359,964)	-100.00%		0			0			0			0	
B. Local Receipts	8,820,707	8,910,000	89,293	1.01%	8,960,000	50,000	0.56%	9,010,000	50,000	0.56%	9,060,000	50,000	0.55%	9,110,000	50,000	0.55%
C. Free Cash	582,051	385,249	(196,802)	-33.81%	500,000	114,751	29.79%	500,000	0	0.00%	500,000	0	0.00%	500,000	0	0.00%
D. Overlay Reserve Surplus	500,000	200,000	(300,000)	-60.00%	200,000	0	0.00%	200,000	0	0.00%	200,000	0	0.00%	200,000	0	0.00%
E. Property Tax	85,958,974	88,587,262	2,628,288	3.06%	90,581,274	1,994,012	2.25%	92,935,055	2,353,781	2.60%	95,362,821	2,427,766	2.61%	97,843,822	2,481,001	2.60%
F. Override Stabilization Fund	1,580,000		(1,580,000)													

TOTAL REVENUES

II APPROPRIATIONS

A. Operating Budgets																
School	38,591,451	41,374,606			43,290,029			45,305,204	2,015,175		47,425,912	2,120,708		49,658,297	2,232,384	
SFSF & IDEA	489,705															
General Education Costs	27,894,961	28,022,830	127,869	0.46%	29,003,629	980,799	3.50%	30,018,756	1,015,127	3.50%	31,069,413	1,050,656	3.50%	32,156,842	1,087,429	3.50%
Special Education Costs	11,186,195	13,351,776	2,165,581	19.36%	14,286,400	934,624	7.00%	15,286,448	1,000,048	7.00%	16,356,500	1,070,051	7.00%	17,501,455	1,144,955	7.00%
Net School Budget	39,081,156	41,374,606	2,293,450	5.87%	43,290,029	1,915,423	4.63%	45,305,204	2,015,175	4.66%	47,425,912	2,120,708	4.68%	49,658,297	2,232,384	4.71%
Minuteman	2,739,795	2,352,988	(386,807)	-14.12%	2,435,343	82,355	3.50%	2,520,580	85,237	3.50%	2,608,800	88,220	3.50%	2,700,108	91,308	3.50%
Town Personnel Services	21,013,819	21,295,324	281,505		22,245,543	950,218		23,282,519	1,036,976		23,761,804	479,285	2.06%	25,071,935	1,310,131	5.51%
Expenses	9,110,916	9,160,916	50,000		9,210,916	50,000		9,260,916	50,000		9,310,916	50,000	0.54%	9,360,916	50,000	0.54%
Less Offsets:																
Enterprise Fund/Other	1,629,215	1,634,410	5,195	0.32%	1,691,614	57,204	3.50%	1,750,821	59,207	3.50%	1,812,100	61,279	3.50%	1,875,523	63,423	3.50%
Tip Fee Stabilization Fund	680,000	450,000	(230,000)	-33.82%	400,000	(50,000)	-11.11%	400,000	0	0%	(195,735)	(595,735)	-149%	0	195,735	-100%
Net Town Budget	27,815,520	28,371,830	556,310	2.00%	29,364,844	993,014	3.50%	30,392,614	1,027,770	3.50%	31,456,356	1,063,741	3.50%	32,557,328	1,100,972	3.50%
MWRA Debt Shift	5,593,112	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%
B. Capital budget																
Exempt Debt Service	2,618,094	2,836,327	218,233	8.34%	2,434,589	(401,738)	-14.16%	2,332,724	(101,865)	-4.18%	2,243,452	(89,272)	-3.83%	2,243,452	0	0.00%
Non-Exempt Service	4,935,652	5,183,113	247,461	5.01%	5,417,998	234,885	4.53%	5,616,676	198,678	3.67%	5,627,749	11,073	0.20%	5,627,749	0	0.00%
Cash	934,947	618,400	(316,547)	-33.86%	865,250	246,850	39.92%	845,800	(19,450)	-2.25%	752,800	(93,000)	-11.00%	752,800	0	0.00%
Minus Capital Carry Forward	(514,300)	(189,300)														
Total Capital	7,974,393	8,448,540	474,147	5.95%	8,717,837	269,297	3.19%	8,795,200	77,363	0.89%	8,624,001	(171,199)	-1.95%	8,624,001	0	0.00%
C. Pensions	6,952,841	7,329,440	376,599	5.42%	7,769,206	439,766	6.00%	8,235,359	466,152	6.00%	8,729,480	494,122	6.00%	9,253,249	523,769	6.00%
D. Insurance	19,422,863	19,521,646	98,783	0.51%	20,888,161	1,366,515	7.00%	22,350,333	1,462,171	7.00%	23,914,856	1,564,523	7.00%	25,588,896	1,674,040	7.00%
E. State Assessments	2,664,789	2,714,259	49,470	1.86%	2,782,115	67,856	2.50%	2,851,668	69,553	2.50%	2,922,960	71,292	2.50%	3,147,708	224,748	7.69%
F. Offset Aid - Library & School	58,547	62,085	3,538	6.04%	62,085	0	0.00%	62,085	0	0.00%	62,085	0	0.00%	62,085	0	0.00%
G. Overlay Reserve	670,331	600,000	(70,331)	-10.49%	800,000	200,000	33.33%	600,000	(200,000)	-25.00%	600,000	0	0.00%	800,000	200,000	33.33%
H. Other Crt Jdgmts/ Deficit/ symmes	498,449	784,400	285,951	57.37%	700,000	(84,400)	-10.76%	700,000	0	0.00%	700,000	0	0.00%	700,000	0	0.00%
I. Warrant Articles	567,465	609,090	41,625	7.34%	646,515	37,425	6.14%	646,515	0	0.00%	646,515	0	0.00%	0	(646,515)	-100.00%
J. Override Stabilization Fund																
K. TOTAL APPROPRIATIONS	114,039,262	117,761,996	3,722,735	3.26%	123,049,249	5,287,252	4.49%	128,052,670	5,003,421	4.07%	133,284,077	5,231,407	4.09%	138,684,784	5,400,707	4.05%

BALANCE

Single Year Deficit

Reserve Balances

Free Cash	770,498	1,000,000			1,000,000			1,000,000			1,000,000					
Stabilization Fund	2,551,951	2,602,990			2,681,080			2,761,512			2,844,357					
Override Stabilization Fund	0	0			0			0			0					
Tip Fee Stabilization Fund	1,010,675	580,889			198,315			(195,735)			0					
Municipal Bldg Ins. Trust Fund	944,422	963,310			992,210			1,021,976			1,052,635					
TOTAL:	5,277,546	5,147,189			4,871,605			4,587,753			4,896,993					
% of General Fund Revenue	4.6%	4.5%			4.2%			3.9%			4.0%					

Assumptions

State Aid - Governor's FY 12 Budget - Level FY 13 - FY 16
Health Ins.- FY 12 Actual Growth - 7% Inflation FY 13 - FY 16
Pensions - FY 12 Actual Growth - 6% Inflation FY 13 - FY 16
New Growth - FY 12 \$400,000 - FY 13 - FY 16 \$350,000
Symmes Debt Exclusion - \$307,130 on Tax Levy
Dpt. Inftn. FY 12 - 2%(Town) -3.5% Town/School FY 13 - FY 16
Special Education - 7% Inflation FY 13 - FY 16

Five Year Projected Financial Plan 2012-2016  
Manager's Balanced Budget  
2/9/2011

I REVENUE

A. State Aid  
    School Construction Aid  
    SFSF  
    IDEA Funds  
B. Local Receipts  
C. Free Cash  
D. Overlay Reserve Surplus  
E. Property Tax  
F. Override Stabilization Fund

TOTAL REVENUES

II APPROPRIATIONS

A. Operating Budgets  
    School  
        SFSF & IDEA  
        General Education Costs  
        Special Education Costs  
    **Net School Budget**  
    Minuteman  
    Town  
        Personnel Services  
        Expenses  
    **Less Offsets:**  
        Enterprise Fund/Other  
        Tip Fee Stabilization Fund  
    **Net Town Budget**  
    MWRA Debt Shift  
B. Capital budget  
    Exempt Debt Service  
    Non-Exempt Service  
    Cash  
    Minus Capital Carry Forward  
    **Total Capital**  
C. Pensions  
D. Insurance  
E. State Assessments  
F. Offset Aid - Library & School  
G. Overlay Reserve  
H. Other Crt Jdgmts/ Deficit/ symmes  
I. Warrant Articles  
J. Override Stabilization Fund  
K. TOTAL APPROPRIATIONS

BALANCE

Single Year Deficit

Reserve Balances

Free Cash  
Stabilization Fund  
Override Stabilization Fund  
Tip Fee Stabilization Fund  
Municipal Bldg Ins. Trust Fund  
TOTAL:  
% of General Fund Revenue

FY 2011	FY 2012	Dollar Change	Percent Change	FY 2013	Dollar Change	Percent Change	FY 2014	Dollar Change	Percent Change	FY 2015	Dollar Change	Percent Change	FY 2016	Dollar Change	Percent Change
13,576,740	13,341,134	(235,606)	-1.74%	13,341,134	0	0.00%	13,341,134	0	0.00%	13,341,134	0	0.00%	13,341,134	0	0.00%
2,531,085	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%	2,531,085	0	0.00%
129,741		(129,741)			0			0			0			0	
359,964		(359,964)	-100.00%		0			0			0			0	
8,820,707	8,910,000	89,293	1.01%	8,960,000	50,000	0.56%	9,010,000	50,000	0.56%	9,060,000	50,000	0.55%	9,110,000	50,000	0.55%
582,051	385,249	(196,802)	-33.81%	500,000	114,751	29.79%	500,000	0	0.00%	500,000	0	0.00%	500,000	0	0.00%
500,000	200,000	(300,000)	-60.00%	200,000	0	0.00%	200,000	0	0.00%	200,000	0	0.00%	200,000	0	0.00%
85,958,974	88,587,262	2,628,288	3.06%	90,581,274	1,994,012	2.25%	92,935,055	2,353,781	2.60%	95,362,821	2,427,766	2.61%	97,843,822	2,481,001	2.60%
1,580,000		(1,580,000)													
114,039,262	113,954,730	(84,532)	-0.07%	116,113,493	2,158,763	1.89%	118,517,274	2,403,781	2.07%	120,995,040	2,477,766	2.09%	123,526,041	2,531,001	2.09%
38,591,451	38,516,006			40,331,378			42,243,001	1,911,622		44,256,531	2,013,531		46,377,987	2,121,456	
489,705															
27,894,961	25,164,230	(2,730,731)	-9.79%	26,044,978	880,748	3.50%	26,956,552	911,574	3.50%	27,900,032	943,479	3.50%	28,876,533	976,501	3.50%
11,186,195	13,351,776	2,165,581	19.36%	14,286,400	934,624	7.00%	15,286,448	1,000,048	7.00%	16,356,500	1,070,051	7.00%	17,501,455	1,144,955	7.00%
39,081,156	38,516,006	(565,150)	-1.45%	40,331,378	1,815,372	4.71%	42,243,001	1,911,622	4.74%	44,256,531	2,013,531	4.77%	46,377,987	2,121,456	4.79%
2,739,795	2,352,988	(386,807)	-14.12%	2,435,343	82,355	3.50%	2,520,580	85,237	3.50%	2,608,800	88,220	3.50%	2,700,108	91,308	3.50%
21,013,819	19,846,658	(1,167,161)		20,746,173	899,515		21,730,671	984,498		22,155,641	424,970	1.96%	23,409,557	1,253,916	5.66%
9,110,916	9,160,916	50,000		9,210,916	50,000		9,260,916	50,000		9,310,916	50,000	0.54%	9,360,916	50,000	0.54%
1,629,215	1,634,410	5,195	0.32%	1,691,614	57,204	3.50%	1,750,821	59,207	3.50%	1,812,100	61,279	3.50%	1,875,523	63,423	3.50%
680,000	450,000	(230,000)	-33.82%	400,000	(50,000)	-11.11%	400,000	0	0%	(195,735)	(595,735)	-149%	0	195,735	-100%
27,815,520	26,923,164	(892,356)	-3.21%	27,865,475	942,311	3.50%	28,840,766	975,292	3.50%	29,850,193	1,009,427	3.50%	30,894,950	1,044,757	3.50%
5,593,112	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	0.00%
2,618,094	2,836,327	218,233	8.34%	2,434,589	(401,738)	-14.16%	2,332,724	(101,865)	-4.18%	2,243,452	(89,272)	-3.83%	2,243,452	0	0.00%
4,935,652	5,183,113	247,461	5.01%	5,417,998	234,885	4.53%	5,616,676	198,678	3.67%	5,627,749	11,073	0.20%	5,627,749	0	0.00%
934,947	618,400	(316,547)	-33.86%	865,250	246,850	39.92%	845,800	(19,450)	-2.25%	752,800	(93,000)	-11.00%	752,800	0	0.00%
(514,300)	(189,300)														
7,974,393	8,448,540	474,147	5.95%	8,717,837	269,297	3.19%	8,795,200	77,363	0.89%	8,624,001	(171,199)	-1.95%	8,624,001	0	0.00%
6,952,841	7,329,440	376,599	5.42%	7,769,206	439,766	6.00%	8,235,359	466,152	6.00%	8,729,480	494,122	6.00%	9,253,249	523,769	6.00%
19,422,863	20,021,646	598,783	3.08%	21,423,161	1,401,515	7.00%	22,922,783	1,499,621	7.00%	24,527,377	1,604,595	7.00%	26,244,294	1,716,916	7.00%
2,664,789	2,714,259	49,470	1.86%	2,782,115	67,856	2.50%	2,851,668	69,553	2.50%	2,922,960	71,292	2.50%	3,147,708	224,748	7.69%
58,547	62,085	3,538	6.04%	62,085	0	0.00%	62,085	0	0.00%	62,085	0	0.00%	62,085	0	0.00%
670,331	600,000	(70,331)	-10.49%	800,000	200,000	33.33%	600,000	(200,000)	-25.00%	600,000	0	0.00%	800,000	200,000	33.33%
498,449	784,400	285,951	57.37%	700,000	(84,400)	-10.76%	700,000	0	0.00%	700,000	0	0.00%	700,000	0	0.00%
567,465	609,090	41,625	7.34%	646,515	37,425	6.14%	646,515	0	0.00%	646,515	0	0.00%	0	(646,515)	-100.00%
114,039,262	113,954,730	(84,532)	-0.07%	119,126,228	5,171,498	4.54%	124,011,068	4,884,840	4.10%	129,121,055	5,109,987	4.12%	134,397,494	5,276,439	4.09%
0	(0)			(3,012,735)			(5,493,794)			(8,126,015)			(10,871,453)		

(3,012,735)

(2,481,059)

(2,632,221)

(2,745,438)

Assumptions

State Aid - Governor's FY 12 Budget - Level FY 13 - FY 16  
Health Ins.- FY 12 Actual Growth - 7% Inflation FY 13 - FY 16  
Pensions - FY 12 Actual Growth - 6% Inflation FY 13 - FY 16  
New Growth - FY 12 \$400,000 - FY 13 - FY 16 \$350,000  
Symmes Debt Exclusion - \$307,130 on Tax Levy  
Departmental Inflation 3.5% Town and School FY 13 - FY 16  
Special Education - 7% Inflation FY 13 - FY 16

**Massachusetts Department of Revenue  
Division of Local Services  
FY2012 Local Aid Estimates**

**ARLINGTON**

	<b>FY2011 Cherry Sheet Estimate</b>	<b>FY2012 Governor's Budget (H1)</b>	<b>Difference</b>
<b>Education:</b>			
Chapter 70*	6,632,057	6,880,580	248,523
School Transportation	0	0	0
Charter Tuition Reimbursement	31,700	29,058	-2,642
<b>Offset Receipts:</b>			
School Lunch	16,604	19,545	2,941
School Choice Receiving Tuition	0	0	0
<b>Sub-Total, All Education Items</b>	<b>6,680,361</b>	<b>6,929,183</b>	<b>248,822</b>
<b>General Government:</b>			
Unrestricted General Government Aid	6,416,909	5,952,940	-463,969
Local Share of Racing Taxes	0	0	0
Regional Public Libraries	0	0	0
Police Career Incentive	25,652	23,313	-2,339
Urban Renewal Projects	0	0	0
Veterans' Benefits	221,266	204,682	-16,584
State Owned Land		0	0
Exemptions: Vets, Blind, Surviving Spouses & Elderly	190,609	188,476	-2,133
<b>Offset Receipts:</b>			
Public Libraries	41,943	42,540	597
<b>Sub-Total, All General Government</b>	<b>6,896,379</b>	<b>6,411,951</b>	<b>-484,428</b>
<b>Total Estimated Receipts</b>	<b>13,576,740</b>	<b>13,341,134</b>	<b>-235,606</b>

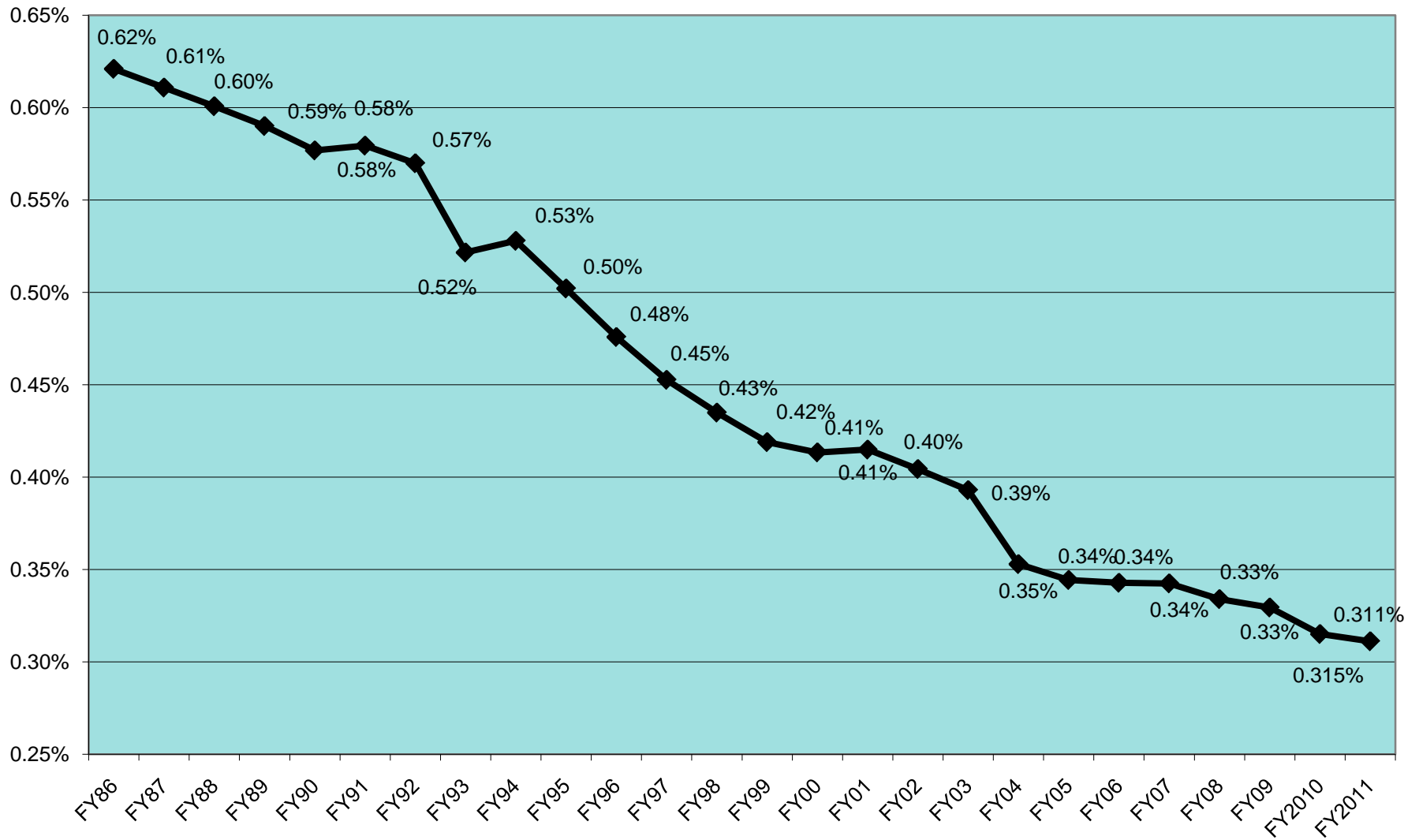
\*FY2011 Chapter 70 does not include State Fiscal Stabilization Funds of \$35,604.

## FY2012 Local Aid Assessments ARLINGTON

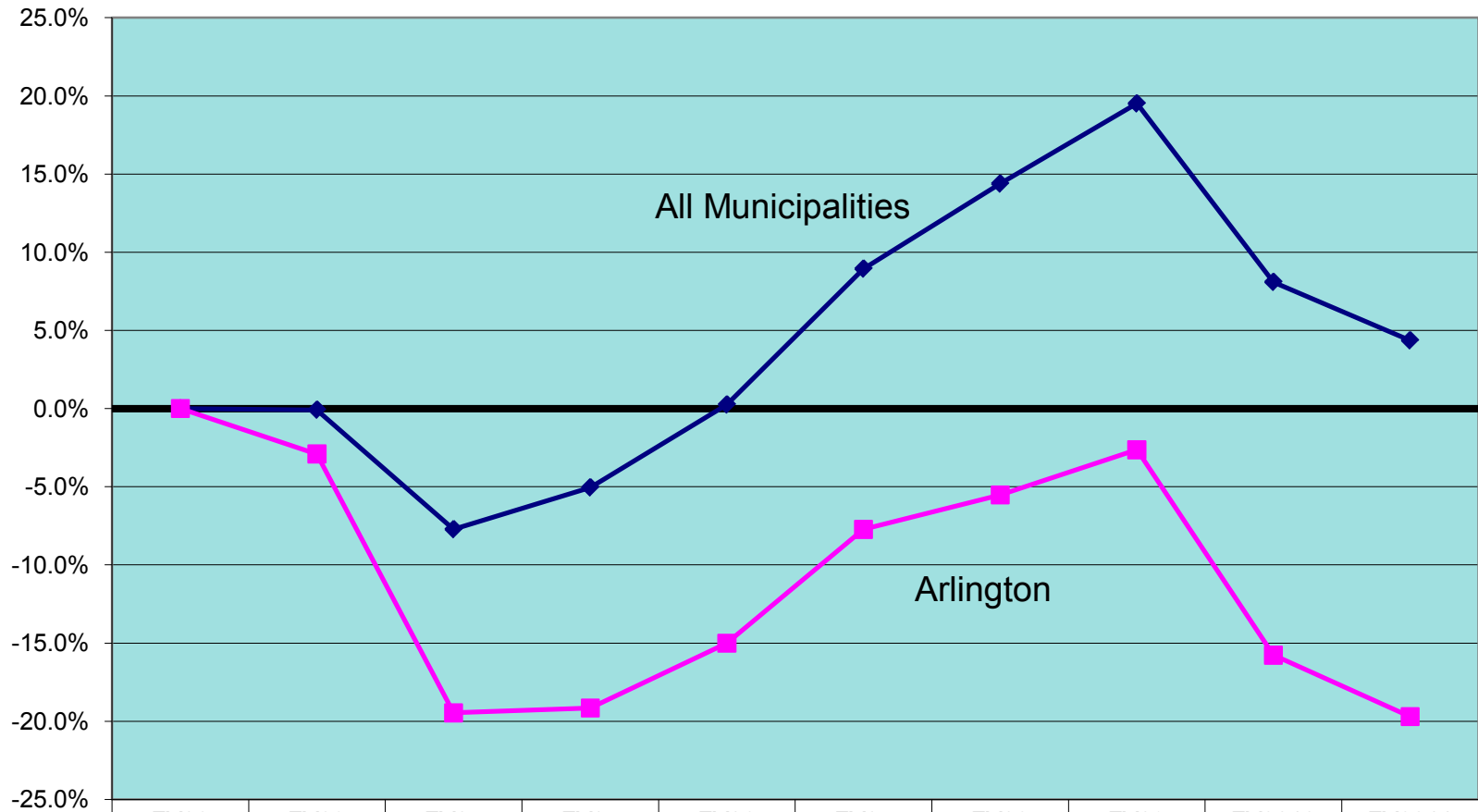
	FY2011 Cherry Sheet Estimate	FY2012 Governor's Budget (H1)	Difference
<b>County Assessments:</b>			
County Tax	0	0	0
Suffolk County Retirement	0	0	0
<b>Sub-Total, County Assessments</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>State Assessments and Charges:</b>			
Retired Employees Health Insurance	0	0	0
Retired Teachers Health Insurance	0	0	0
Mosquito Control Projects	0	0	0
Air Pollution Districts	12,832	13,415	583
Metropolitan Area Planning Council	12,359	12,695	336
Old Colony Planning Council	0	0	0
RMV Non-Renewal Surcharge	62,900	52,060	-10,840
<b>Sub-Total, State Assessments</b>	<b>88,091</b>	<b>78,170</b>	<b>-9,921</b>
<b>Transportation Authorities:</b>			
MBTA	2,508,370	2,514,430	6,060
Boston Metro. Transit District	818	809	- 9
Regional Transit		0	0
<b>Sub-Total, Transportation Authorities</b>	<b>2,509,188</b>	<b>2,515,239</b>	<b>6,051</b>
<b>Annual Charges Against Receipts:</b>			
Special Education	0	0	0
STRAP Repayments	0	0	0
<b>Sub-Total, Annual Charges</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Tuition Assessments</b>			
School Choice Sending Tuition	0	0	0
Charter School Sending Tuition	67,510	120,850	53,340
Essex County Tech Sending Tuition	0	0	0
<b>Sub-Total, Tuition Assessments</b>	<b>67,510</b>	<b>120,850</b>	<b>53,340</b>
<b>Total Estimated Charges</b>	<b>2,664,789</b>	<b>2,714,259</b>	<b>49,470</b>

For information about how the estimates were determined and what may cause them to change, click: [Local Aid Estimate Program Summary](#).

### Arlington's Percent of Total State Aid



**State Aid Cumulative Percent Change  
Since Fiscal Year 2002**  
(Numbers exclude School Construction and METCO reimbursements)



◆ All Municipalities	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY2010	FY2011
	0.0%	-0.1%	-7.7%	-5.1%	0.3%	8.9%	14.4%	19.5%	8.1%	4.4%
■ Arlington	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY2010	FY2011
	0.0%	-2.9%	-19.5%	-19.2%	-15.0%	-7.7%	-5.5%	-2.6%	-15.8%	-19.7%

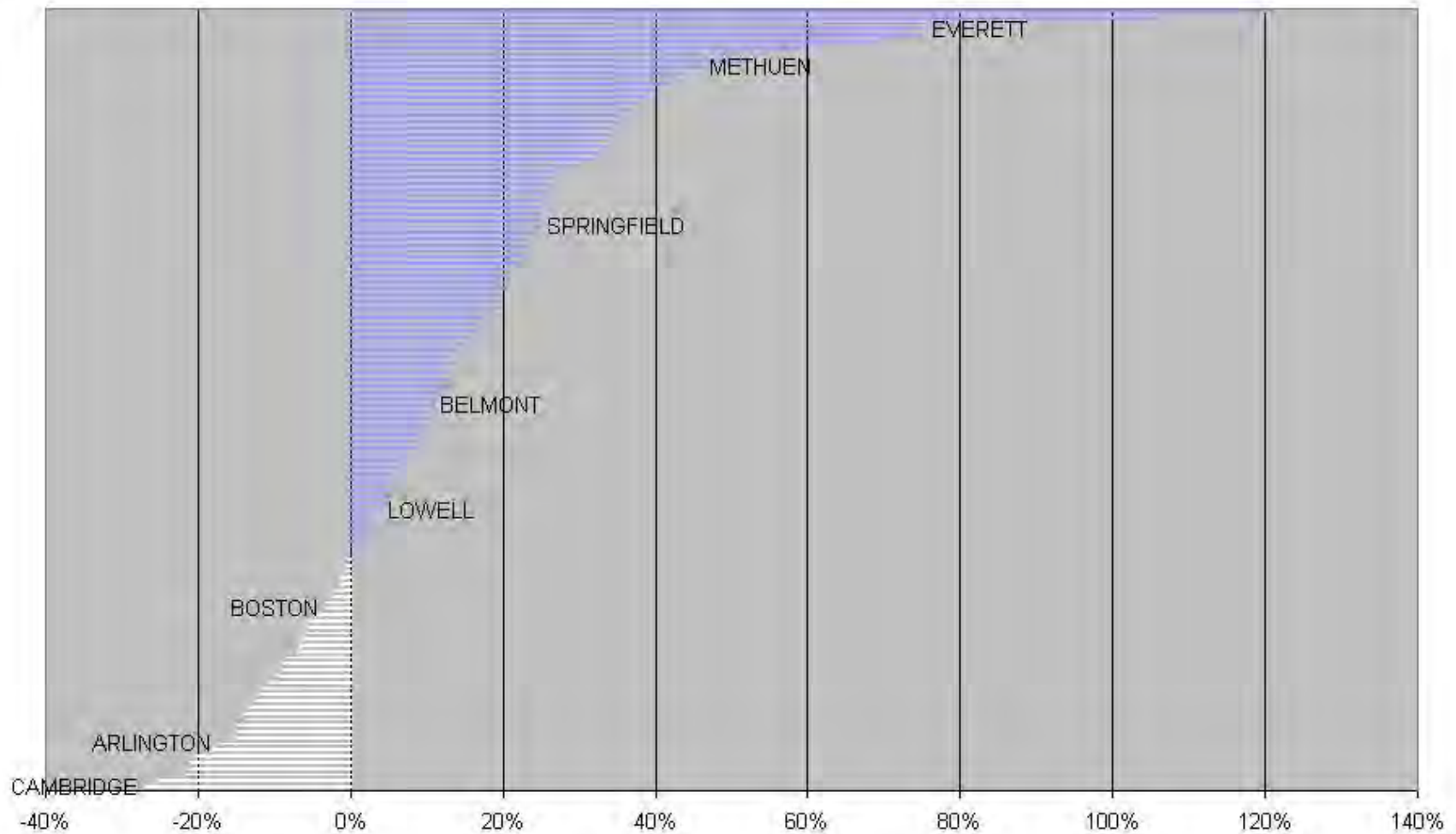
*\*Numbers exclude School Construction and METCO reimbursements*

STATE AID ANALYSIS-FY 89 vs. FY 11  
Addt'l Asst Lottery vs. UGGA - Communities w/excess capacity below .5  
Communities w/MRGF below state average of 2.85

	CITY/TOWN	POPULATION - 2009	Additional Assistance	Lottery, Beano & Charity	FY 89 Total	Unrestricted General Government Aid	FY 11	Increase/Decrease	% Increase/Decrease	Excess Capacity	FY2011 Municipal Revenue Growth
1	MOUNT WASHINGTON	135	\$49,832	\$957	\$50,789	\$25,355	\$25,355	(\$25,434)	-50.08%	0.34	-0.59
2	BOSTON	645,169	\$262,193,469	\$25,328,750	\$287,522,219	\$160,247,301	\$160,247,301	(\$127,274,918)	-44.27%	0.01	2.24
3	HULL	11,122	\$2,556,505	\$436,652	\$2,993,157	\$1,792,503	\$1,792,503	(\$1,200,654)	-40.11%	0.07	2.76
4	ARLINGTON	41,719	\$8,395,744	\$1,922,248	\$10,317,992	\$6,416,909	\$6,416,909	(\$3,901,083)	-37.81%	0.02	1.77
5	WATERTOWN	33,117	\$7,624,203	\$1,281,761	\$8,905,964	\$5,641,884	\$5,641,884	(\$3,264,080)	-36.65%	0.04	2.5
6	SUDBURY	17,662	\$1,462,264	\$389,119	\$1,851,383	\$1,184,015	\$1,184,015	(\$667,368)	-36.05%	0.14	2.82
7	MELROSE	27,091	\$5,350,306	\$1,404,917	\$6,755,223	\$4,337,759	\$4,337,759	(\$2,417,464)	-35.79%	0.01	2.53
8	SCITUATE	18,296	\$1,963,548	\$647,101	\$2,610,649	\$1,701,540	\$1,701,540	(\$909,109)	-34.82%	0.09	2.44
9	WINTHROP	19,235	\$4,267,398	\$1,126,929	\$5,394,327	\$3,565,783	\$3,565,783	(\$1,828,544)	-33.90%	0.02	1.57
10	SOMERVILLE	76,491	\$26,792,159	\$5,318,855	\$32,111,014	\$21,311,532	\$21,311,532	(\$10,799,482)	-33.63%	0.02	2.72
11	MEDFORD	55,578	\$12,248,771	\$3,205,793	\$15,454,564	\$10,259,690	\$10,259,690	(\$5,194,874)	-33.61%	0.05	2.72
12	IPSWICH	13,411	\$1,596,872	\$434,439	\$2,031,311	\$1,357,726	\$1,357,726	(\$673,585)	-33.16%	0.06	2.29
13	STONEHAM	21,558	\$3,828,041	\$867,917	\$4,695,958	\$3,143,525	\$3,143,525	(\$1,552,433)	-33.06%	0.02	1.44
14	READING	23,509	\$3,154,587	\$877,680	\$4,032,267	\$2,742,082	\$2,742,082	(\$1,290,185)	-32.00%	0.10	1.43
15	WINCHESTER	21,495	\$1,274,589	\$564,804	\$1,839,393	\$1,251,470	\$1,251,470	(\$587,923)	-31.96%	0.01	2.15
16	WAKEFIELD	25,196	\$3,182,755	\$997,211	\$4,179,966	\$2,849,501	\$2,849,501	(\$1,330,465)	-31.83%	0.02	2.72
17	NEWTON	84,592	\$4,930,207	\$2,205,846	\$7,136,053	\$4,970,628	\$4,970,628	(\$2,165,425)	-30.34%	0.04	2.78
18	REVERE	51,693	\$10,029,245	\$2,303,071	\$12,332,316	\$8,700,801	\$8,700,801	(\$3,631,515)	-29.45%	0.06	2.85
19	NAHANT	3,629	\$321,781	\$128,689	\$450,470	\$319,586	\$319,586	(\$130,884)	-29.05%	0.06	1.38
20	BEVERLY	39,513	\$5,198,033	\$1,639,520	\$6,837,553	\$4,939,380	\$4,939,380	(\$1,898,173)	-27.76%	0.08	2.84
21	SALEM	41,361	\$6,535,499	\$1,520,987	\$8,056,486	\$5,834,758	\$5,834,758	(\$2,221,728)	-27.58%	0.08	2
22	FRAMINGHAM	67,191	\$9,261,477	\$2,346,698	\$11,608,175	\$8,415,039	\$8,415,039	(\$3,193,136)	-27.51%	0.06	2.56
23	MILTON	26,186	\$2,741,774	\$988,962	\$3,730,736	\$2,717,762	\$2,717,762	(\$1,012,974)	-27.15%	0.01	2.61
24	HOLLISTON	14,191	\$1,277,669	\$509,293	\$1,786,962	\$1,309,824	\$1,309,824	(\$477,138)	-26.70%	0.04	2.85
25	MALDEN	56,146	\$10,976,195	\$3,476,396	\$14,452,591	\$10,611,641	\$10,611,641	(\$3,840,950)	-26.58%	0.06	2.26
26	WALPOLE	23,448	\$2,153,159	\$761,615	\$2,914,774	\$2,155,690	\$2,155,690	(\$759,084)	-26.04%	0.07	2.33
27	MAYNARD	10,627	\$1,332,193	\$448,551	\$1,780,744	\$1,328,816	\$1,328,816	(\$451,928)	-25.38%	0.04	1.63
28	WEYMOUTH	53,977	\$6,698,843	\$3,156,067	\$9,854,910	\$7,375,304	\$7,375,304	(\$2,479,606)	-25.16%	0.00	1.05
29	RANDOLPH	31,022	\$4,218,140	\$1,402,195	\$5,620,335	\$4,396,472	\$4,396,472	(\$1,223,863)	-21.78%	0.03	2.7
30	LYNN	87,517	\$18,822,941	\$5,206,468	\$24,029,409	\$18,937,447	\$18,937,447	(\$5,091,962)	-21.19%	0.41	1.78
31	MILLIS	8,029	\$813,995	\$301,621	\$1,115,616	\$885,551	\$885,551	(\$230,065)	-20.62%	0.06	1.61
32	BOURNE	19,387	\$1,134,430	\$422,332	\$1,556,762	\$1,239,900	\$1,239,900	(\$316,862)	-20.35%	0.01	1.98
33	HADLEY	4,730	\$352,329	\$126,521	\$478,850	\$383,877	\$383,877	(\$94,973)	-19.83%	0.01	1.16
34	MARBLEHEAD	19,959	\$742,271	\$456,611	\$1,198,882	\$963,171	\$963,171	(\$235,711)	-19.66%	0.01	1.28
35	ROCKLAND	18,086	\$1,709,543	\$1,044,320	\$2,753,863	\$2,236,010	\$2,236,010	(\$517,853)	-18.80%	0.06	1.97
36	HAVERHILL	61,578	\$6,701,000	\$2,938,215	\$9,639,215	\$8,312,994	\$8,312,994	(\$1,326,221)	-13.76%	0.01	2.44
37	GEORGETOWN	8,724	\$422,175	\$273,440	\$695,615	\$605,914	\$605,914	(\$89,701)	-12.90%	0.06	2.34
38	BROCKTON	93,527	\$13,075,692	\$7,065,663	\$20,141,355	\$17,709,906	\$17,709,906	(\$2,431,449)	-12.07%	0.03	-0.19
39	HOLBROOK	10,732	\$740,954	\$657,179	\$1,398,133	\$1,248,008	\$1,248,008	(\$150,125)	-10.74%	0.01	2.65
40	LONGMEADOW	15,501	\$694,135	\$601,843	\$1,295,978	\$1,181,711	\$1,181,711	(\$114,267)	-8.82%	0.00	1.65
41	HAWLEY	336	\$28,869	\$10,846	\$39,715	\$36,605	\$36,605	(\$3,110)	-7.83%	0.49	1.82
42	ASHLAND	15,381	\$858,502	\$335,103	\$1,193,605	\$1,143,808	\$1,143,808	(\$49,797)	-4.17%	0.04	2.59
43	AMESBURY	16,705	\$805,684	\$869,179	\$1,674,863	\$1,645,476	\$1,645,476	(\$29,387)	-1.75%	0.43	2.3
44	CLINTON	14,181	\$1,114,975	\$899,891	\$2,014,866	\$1,991,079	\$1,991,079	(\$23,787)	-1.18%	0.09	1.97
45	FALL RIVER	90,826	\$9,756,311	\$10,599,953	\$20,356,264	\$20,156,220	\$20,156,220	(\$200,044)	-0.98%	0.09	0.88
46	HOLYOKE	40,400	\$4,503,505	\$4,094,272	\$8,597,777	\$8,590,161	\$8,590,161	(\$7,616)	-0.09%	0.03	2.56

Chart as prepared and posted on Representative Will Brownsberger's website  
<http://willbrownsberger.com/index.php/local-aid-reference-data/2002-vs-2011>

PERCENT CHANGE IN TOTAL CHERRY SHEET AID, 2002 TO 2011 (HOUSE 2)  
127 COMMUNITIES WITH 2008 POPULATION ESTIMATED OVER 15000  
(excluding school construction)







## Local Aid and Municipal Partnership

The fiscal year 2012 budget continues the Patrick-Murray Administration's unprecedented support for cities and towns. The Administration's approach to fiscal year 2012 continues to give cities and towns tools they need to manage costs, with the overarching goal of preserving local services for residents and taxpayers.

### ***Municipal Health Insurance Proposal***

The Governor will file legislation to provide cities and towns across the Commonwealth the tools they need to reign in municipal health insurance costs. This legislation will help municipalities achieve real healthcare cost savings and preserve local services in fiscal year 2012. This could save more than \$94 million in year one for those cities and towns that have not joined the state health insurance system.

The proposal is premised on two simple principles: municipalities must be able to achieve material savings in health insurance costs and preserve local services in fiscal year 2012, and labor must have a meaningful role in the process. The proposal will allow municipalities to require expedited collective bargaining to negotiate a new health insurance benefit plan that is equivalent in cost to the state's health insurance benefits offered through the GIC. If the municipalities and unions don't reach agreement within a limited period of time, the municipality will be required to go into the GIC or otherwise have health insurance coverage equivalent in cost to the GIC. This legislation is intentionally crafted to delegate many of the details of the process to regulation to facilitate legislative enactment and ensure savings in fiscal year 2012.

The Governor's proposal also requires that all municipalities have eligible retired local employees enrolled in Medicare as their primary source of health insurance coverage, as this federal program covers a substantial portion of their health costs. (Estimated savings: \$15 to \$30 million remaining to be saved from requiring municipalities who have not already done so to move eligible retirees to Medicare.)

### ***Local Aid***

Aid to cities and towns, or local aid, represents approximately 16% of the Commonwealth's annual budget. In fiscal year 2012, local aid programs account for \$5.05 billion. The recommendation for local aid reflects the Patrick-Murray Administration's unprecedented commitment to a strong partnership between the state and its cities and towns, even in a very challenging fiscal year.

- The fiscal year 2012 Chapter 70 funding is \$3.99 billion, a \$140 million increase of state funding to cities and towns over fiscal year 2011.
- Funding for the special education circuit breaker, which goes directly to municipalities, increases by \$80 million from fiscal year 2011 to fiscal year 2012.
- Increasing Chapter 90 Local Road Program funding for fiscal year 2012 to \$200 million, \$45 million more than fiscal year 2011 and \$80 million more than the last year of the prior administration.
- Level funding of State Owned Land (PILOT), Regional School Transportation, Charter School Reimbursements, Library Aid, Veterans' Benefits and Tax Reimbursements to Veterans, the Blind and Widows.
- Unrestricted General Government Aid (UGGA) will be funded at \$833.9 million in fiscal year 2012. While this is a \$65 million reduction from fiscal year 2011, \$10 million from this reduction will be used to support a competitive grant program to drive regionalization and other efficiency initiatives as well as a performance management, accountability and transparency program for local government.
- A task force will be established to develop a rationale for the distribution of additional dollars that may be appropriated in the future based on elements of the work of the Hamill-Higgins 2006 Municipal Finance Task Force (Partnership Aid proposal) and the work of the Federal Reserve which take into account a municipality's economic and financial capacity. This task force will be charged with developing a new formula that also incentivizes performance results and best practices.

### ***Additional Initiatives for Fiscal Year 2012***

The Administration's approach to fiscal year 2012 includes additional tools to support municipalities in managing through this fiscal crisis and beyond, including:

- Expansion of the local property tax base by closing the loophole on telecommunications equipment exemption. (Estimated revenue: \$26 million.)
- Establishing a \$9.7 million Regionalization and Efficiency Incentive Grant Program to provide financial support for one-time or transition costs related to regionalization and other efficiency initiatives, with allowable applicants to include municipalities or regional planning agencies, councils of governments or counties serving as the administrative or fiscal agent on behalf of municipalities. The new fiscal reality demands that we invest in and incentivize innovation among local governments to find new and more efficient ways to delivery local services.
- \$300,000 for the development of a program to enhance performance management, accountability, and transparency for local governments. This initiative will be overseen by municipal officials and administration officials with the support of the Collins Center for Public Management at the University of Massachusetts Boston. The goal is to develop a set of common accountability and performance measures that can be adopted by all municipalities and to determine how to provide the necessary support and tools to municipalities, including education, training, standardized software and reporting, and technical assistance to municipalities to participate in the program.
- Establishing a Municipal Procurement Program within the state Operational Services Division to create statewide contracts specifically needed by cities and towns that will leverage purchasing power and save money.
- Filed a new pension reform initiative providing for a comprehensive overhaul of the pension system that would ensure the long-term sustainability and credibility of the system and save communities an estimated \$2 billion over 30 years in pension costs and an estimated \$1 billion in reduced retiree health benefit costs for new employees over the next 30 years.

#### FY2008 versus FY2012: Local Aid and Opportunities for Cost Savings and Revenues (in millions)

UNRESTRICTED GENERAL GOVERNMENT AID (UGGA) REDUCTION FY08 - FY12		(\$480.8)
<b>ENACTED OPPORTUNITIES FOR COST SAVINGS AND REVENUES</b>		<b>\$397.2</b>
Local pension funding relief		\$200.0
Join GIC (first year savings reported)*		\$44.0
Local option meals tax		\$97.3
Increased Ch.90 Local Road Program Funding by \$5M in FY11		\$5.0
Eliminated exemption on telecommunications poles and wires		\$26.0
Local option room occupancy tax		\$24.9
<b>PROPOSED OPPORTUNITIES FOR COST SAVINGS AND REVENUES</b>		<b>\$187.8</b>
New municipal health plan design proposal (first year savings)**		\$94.0
Increase Ch.90 Local Road Program Funding for FY12		\$45.0
Eliminate exemption on telecommunications machinery		\$26.0
Transfer retirees into Medicare***		\$22.5
Electronic posting of procurement notices		\$0.3
<b>TOTAL OF ENACTED AND PROPOSED SOLUTIONS</b>		<b>\$585.0</b>
<b>Value of opportunities for cities and towns even after accounting for local aid reduction:</b>		<b>\$104.1</b>

\* Based on savings reported by municipalities who have joined GIC.

\*\* ANF adjustment of MTF estimate for municipalities who have not joined GIC.

\*\*\*Estimated savings range \$15M - \$30M for municipalities not currently in Medicare.

ADDITIONAL REVENUE AND COST SAVINGS INITIATIVES FOR MUNICIPALITIES	
Chapter 70: Increased state funding over FY08	\$265.8
Filed new pension reform (\$2B) and OPEB (\$1B) initiatives:	\$3B over 30 years

# Governor's Proposed FY2012 Funding for Select Accounts

Municipality	Chapter 70	Unrestricted General Government Aid	Chapter 90: Local Road Program*	Municipality	Chapter 70	Unrestricted General Government Aid	Chapter 90: Local Road Program*	Municipality	Chapter 70	Unrestricted General Government Aid	Chapter 90: Local Road Program*
Abington	7,244,034	1,543,567	386,444	Chicopee	53,628,470	9,035,592	1,225,542	Hancock	190,460	44,301	69,466
Acton	5,188,231	1,097,608	675,260	Chilmark	0	2,943	68,046	Hanover	5,967,516	1,662,196	511,739
Acushnet	6,039,807	1,189,719	318,922	Clarksburg	1,749,835	285,445	76,177	Hanson	31,588	1,004,818	308,480
Adams	0	1,837,004	298,313	Clinton	10,497,286	1,847,116	335,245	Hardwick	0	365,295	370,503
Agawam	17,494,998	2,890,703	840,327	Cohasset	1,659,487	403,698	215,684	Harvard	1,718,626	1,162,031	312,571
Alford	0	11,011	73,011	Colrain	0	226,462	330,259	Harwich	1,735,977	337,990	706,450
Amesbury	8,422,786	1,526,501	410,748	Concord	1,996,997	910,291	694,173	Hatfield	753,311	244,835	253,029
Amherst	5,813,638	6,605,976	817,800	Conway	592,554	140,234	271,379	Haverhill	35,966,744	7,711,930	1,490,342
Andover	6,928,057	1,402,081	1,371,234	Cummington	73,684	65,458	206,484	Hawley	28,250	33,958	182,168
Arlington	6,880,580	5,952,940	786,449	Dalton	212,902	892,749	229,972	Heath	0	65,651	215,256
Ashburnham	0	623,876	348,317	Danvers	4,269,013	2,234,836	911,136	Hingham	5,553,035	1,238,357	729,992
Ashby	0	343,578	230,988	Dartmouth	8,983,576	1,978,014	1,155,803	Hinsdale	104,683	174,710	158,898
Ashfield	93,413	145,872	301,095	Dedham	3,651,265	2,565,951	677,893	Holbrook	4,597,787	1,157,772	239,357
Ashland	4,877,035	1,061,106	456,614	Deerfield	1,026,593	376,874	401,620	Holden	0	1,500,208	585,786
Athol	0	2,077,367	506,254	Dennis	0	427,332	760,238	Holland	890,143	158,375	159,618
Attleboro	28,992,951	4,476,414	1,201,072	Dighton	0	606,730	284,356	Holliston	6,546,693	1,215,118	506,274
Auburn	6,495,648	1,343,805	601,319	Douglas	8,368,517	572,620	359,939	Holyoke	67,536,867	7,969,657	1,068,753
Avon	816,707	543,847	188,435	Dover	601,536	150,941	284,565	Hopedale	5,815,295	511,659	175,754
Ayer	264,744	594,009	279,702	Dracut	17,721,840	2,749,229	768,141	Hopkinton	5,472,035	616,393	615,111
Barnstable	7,184,728	1,650,493	2,092,779	Dudley	0	1,401,958	420,461	Hubbardston	14,817	353,458	364,606
Barre	7,483	705,700	445,902	Dunstable	4,392	192,992	179,619	Hudson	9,208,854	1,564,697	583,869
Becket	76,563	71,258	249,995	Duxbury	4,387,890	695,530	545,171	Hull	3,610,471	1,662,898	292,079
Bedford	2,806,434	900,733	610,469	East Bridgewater	10,108,452	1,174,518	377,871	Huntington	214,868	270,427	167,267
Belchertown	13,251,261	1,335,093	607,827	East Brookfield	75,665	227,567	96,822	Ipswich	2,559,500	1,259,557	446,944
Bellingham	8,028,300	1,331,436	506,006	East Longmeadow	9,130,786	1,135,782	571,693	Kingston	4,014,844	753,151	425,751
Belmont	5,571,323	1,771,704	531,147	Eastham	315,916	116,902	259,788	Lakeville	49,190	642,026	368,548
Berkley	3,805,913	477,426	262,037	Easthampton	7,568,672	2,205,513	485,519	Lancaster	0	750,048	311,794
Berlin	500,103	158,198	192,953	Easton	9,192,536	1,718,309	725,493	Lanesborough	799,588	270,670	230,948
Bernardston	11,308	228,218	186,382	Edgartown	422,688	52,267	249,037	Lawrence	145,883,335	15,406,602	1,254,165
Beverly	6,730,266	4,582,242	1,035,555	Egremont	0	49,508	157,281	Lee	1,918,169	488,670	301,209
Billerica	17,375,576	4,569,149	1,273,607	Erving	408,645	52,739	83,343	Leicester	9,381,227	1,362,409	431,777
Blackstone	84,251	1,074,007	235,250	Essex	0	192,114	135,686	Lenox	1,131,215	418,241	304,801
Blandford	42,726	99,633	263,531	Everett	42,993,143	5,420,954	637,291	Leominster	41,456,131	4,490,816	1,120,753
Bolton	0	154,921	287,802	Fairhaven	7,217,965	1,769,386	511,142	Leverett	267,006	140,059	151,790
Boston	205,414,453	148,660,757	14,349,055	Fall River	93,795,275	18,698,842	2,030,187	Lexington	7,051,517	1,202,550	930,547
Bourne	4,684,058	1,150,250	604,696	Falmouth	4,846,696	1,087,838	1,301,605	Leyden	0	64,606	148,447
Boxborough	1,294,018	197,930	216,938	Fitchburg	40,477,603	6,696,216	1,136,797	Lincoln	718,511	534,185	284,926
Boxford	1,534,312	381,442	425,981	Florida	529,427	39,056	164,733	Littleton	3,503,626	557,764	368,835
Boylston	430,543	268,772	207,558	Foxborough	8,348,710	1,168,759	560,515	Longmeadow	4,109,266	1,096,268	488,772
Braintree	12,154,000	4,490,072	988,328	Framingham	22,024,861	7,806,597	1,908,495	Lowell	121,658,718	19,764,069	1,858,998
Brewster	887,884	309,819	334,496	Franklin	26,857,636	1,938,859	919,450	Ludlow	13,097,378	2,397,042	711,803
Bridgewater	36,107	2,857,894	709,933	Freetown	353,070	745,088	406,052	Lunenburg	4,522,545	829,777	425,541
Brimfield	1,175,223	305,924	287,052	Gardner	18,037,844	3,325,039	615,498	Lynn	116,211,280	17,568,191	1,491,423
Brockton	139,582,640	16,429,406	2,057,280	Aquinnah	0	1,833	36,501	Lynnfield	3,799,686	816,068	416,344
Brookfield	1,303,088	387,422	169,060	Georgetown	5,085,019	562,104	293,468	Malden	44,091,112	9,844,375	929,718
Brookline	6,932,850	4,981,754	928,991	Gill	0	190,859	152,302	Manchester	0	174,499	153,373
Buckland	0	240,260	189,861	Gloucester	5,755,585	3,133,846	658,749	Mansfield	17,873,614	1,750,267	755,422
Burlington	5,124,986	2,054,906	1,023,789	Goshen	96,111	62,773	110,700	Marblehead	4,548,961	893,530	462,781
Cambridge	8,643,123	16,856,874	2,574,372	Gosnold	16,414	1,646	9,487	Marion	431,669	177,050	179,431
Canton	3,838,238	1,682,666	784,078	Grafton	8,559,644	1,226,876	493,204	Marlborough	14,405,503	4,271,401	1,149,912
Carlisle	790,228	172,130	261,490	Granby	4,455,570	692,822	278,832	Marshfield	13,567,053	1,699,837	754,922
Carver	9,573,059	1,146,273	434,367	Granville	1,247,466	125,803	271,379	Mashpee	4,200,511	288,692	611,855
Charlton	61,250	137,157	187,010	Great Barrington	0	595,495	434,882	Mattapoisett	526,956	318,023	234,350
Charlton	21,176	1,136,799	624,346	Greenfield	9,957,403	2,491,144	658,096	Maynard	3,534,280	1,232,737	271,952
Chatham	648,563	118,090	357,849	Groton	3,201	607,821	507,956	Medfield	5,620,214	1,137,437	405,008
Chelmsford	9,880,853	3,982,596	1,177,018	Groveland	0	571,169	215,047	Medford	10,836,793	9,517,872	964,699
Chelsea	52,753,467	6,444,403	579,988	Hadley	733,207	356,121	364,348	Medway	9,898,504	957,302	410,629
Cheshire	298,092	482,025	206,933	Halifax	2,645,042	712,283	260,627	Melrose	7,323,585	4,024,121	542,280
Chester	125,551	141,268	242,640	Hamilton	0	527,184	254,017	Mendon	24,883	320,659	267,858
Chesterfield	121,582	108,334	223,143	Hampden	0	539,848	260,134	Merrimac	0	660,204	185,523

Municipality	Chapter 70	Unrestricted General Government Aid	Chapter 90 Local Road Program*	Municipality	Chapter 70	Unrestricted General Government Aid	Chapter 90 Local Road Program*	Municipality	Chapter 70	Unrestricted General Government Aid	Chapter 90 Local Road Program*
Methuen	38,823,822	4,266,346	1,182,989	Princeton	0	232,324	348,793	Tyngsborough	5,960,249	758,313	356,065
Middleborough	17,008,329	1,934,578	868,290	Provincetown	258,041	108,536	145,924	Tyringham	35,721	9,963	104,972
Middlefield	18,050	41,714	157,810	Quincy	20,959,018	14,983,027	1,947,608	Upton	12,582	417,765	308,418
Middleton	1,483,356	429,332	293,316	Randolph	11,895,024	4,078,589	684,073	Uxbridge	8,948,989	1,078,683	473,793
Milford	16,702,939	2,396,675	808,804	Raynham	0	892,264	475,669	Wakefield	4,794,886	2,643,470	687,282
Milbury	6,566,950	1,389,477	430,249	Reading	9,488,181	2,543,818	583,943	Wales	725,004	185,338	108,637
Milis	4,248,061	821,522	279,685	Rehoboth	0	817,945	609,025	Walpole	7,106,855	1,999,825	755,652
Milville	58,499	319,817	100,652	Revere	40,735,334	8,071,697	774,120	Waltham	7,068,165	7,535,082	1,567,661
Milton	5,504,287	2,521,257	619,229	Richmond	330,519	84,892	171,828	Ware	8,103,542	1,354,696	444,087
Monroe	79,784	14,428	67,850	Rochester	1,705,807	333,266	305,901	Wareham	12,225,154	1,552,495	735,282
Monson	7,259,850	1,024,283	476,271	Rockland	10,022,160	2,074,337	414,483	Warren	0	709,926	291,503
Montague	0	1,124,542	598,580	Rockport	1,271,798	343,349	204,820	Warwick	0	99,794	230,382
Monterey	0	36,279	200,676	Rowe	67,651	3,081	147,665	Washington	11,237	74,114	171,671
Montgomery	21,042	68,097	127,748	Rowley	0	423,746	227,056	Watertown	3,234,244	5,233,952	756,574
Mount Washington	32,776	23,522	71,626	Royalston	0	141,068	290,557	Wayland	3,144,868	709,290	477,605
Nahant	440,741	296,479	96,256	Russell	168,465	193,796	104,190	Webster	9,554,369	1,942,812	487,536
Nantucket	1,334,173	62,171	668,781	Rutland	0	725,867	357,487	Wellesley	7,202,028	1,016,492	836,022
Natick	7,062,013	2,990,066	1,018,958	Salem	18,522,267	5,412,881	860,943	Wellesley	146,323	45,864	258,169
Needham	6,991,720	1,369,789	921,275	Salisbury	0	495,790	233,279	Wendell	0	136,751	195,210
New Ashford	179,597	15,938	44,378	Sandisfield	0	27,191	334,779	Wenham	0	336,112	156,296
New Bedford	111,804,538	18,050,411	2,139,453	Sandwich	6,376,393	884,410	798,164	West Boylston	2,804,550	625,194	295,326
New Braintree	0	103,584	209,530	Saugus	3,888,392	2,878,748	612,946	West Bridgewater	2,441,892	513,118	313,584
New Marlborough	0	45,953	351,466	Savoy	499,039	90,917	202,357	West Brookfield	201,348	382,187	237,566
New Salem	0	81,413	150,829	Scituate	4,832,136	1,578,512	565,619	West Newbury	0	232,501	219,624
Newbury	0	406,371	269,434	Seekonk	4,272,118	965,577	577,303	West Springfield	18,857,776	2,812,239	885,542
Newburyport	3,143,161	2,001,229	524,475	Sharon	6,562,832	1,098,429	584,162	West Stockbridge	0	76,294	155,377
Newton	13,504,221	4,611,231	2,286,899	Sheffield	0	191,163	371,444	West Tisbury	0	145,748	83,283
Norfolk	3,234,875	752,484	383,148	Shelburne	4,663	205,203	223,391	Westborough	4,206,047	909,295	816,625
North Adams	13,418,958	3,481,174	462,923	Sherborn	499,848	169,965	258,974	Westfield	32,546,677	4,939,735	1,224,796
North Andover	6,124,740	1,608,071	778,469	Shirley	0	1,029,487	246,409	Westford	15,861,400	1,667,573	875,821
North Attleborough	19,528,781	2,257,483	741,338	Shrewsbury	18,511,623	2,185,815	961,349	Westhampton	442,420	113,705	189,587
North Brookfield	4,129,763	625,244	318,590	Shutesbury	571,885	133,065	137,617	Westminster	0	513,868	418,823
North Reading	6,459,260	1,393,231	477,612	Somerset	4,104,261	1,203,502	514,150	Weston	2,419,859	293,515	472,538
Northampton	6,843,064	3,448,824	1,035,336	Somerville	19,108,128	19,770,620	1,142,676	Westport	4,154,597	954,550	625,383
Northborough	3,311,175	875,253	474,025	South Hadley	7,546,619	2,049,338	518,353	Westwood	3,777,085	572,463	537,891
Northbridge	14,034,106	1,656,314	466,277	Southampton	2,425,096	499,982	315,822	Weymouth	25,510,253	6,842,039	1,149,903
Northfield	0	283,498	293,283	Southborough	2,654,636	343,199	431,595	Whately	236,718	105,305	151,178
Norton	12,147,905	1,630,853	558,244	Southbridge	17,230,163	2,760,518	497,541	Whitman	112,364	1,900,068	326,746
Norwell	3,006,400	841,158	447,054	Southwick	0	989,791	366,694	Wilbraham	0	1,148,402	551,613
Norwood	4,808,800	3,649,810	874,103	Spencer	8,131	1,774,784	501,214	Williamsburg	415,779	237,562	191,094
Oak Bluffs	613,641	57,066	197,341	Springfield	275,403,995	29,705,191	3,613,845	Williamstown	895,366	749,163	318,721
Oakham	0	150,544	188,371	Sterling	0	543,998	421,762	Wilmington	10,186,107	1,951,167	772,277
Orange	5,117,899	1,268,097	425,600	Stockbridge	0	78,217	205,896	Winchendon	11,115,275	1,320,086	449,241
Orleans	237,642	134,783	396,401	Stoneham	3,327,888	2,916,235	508,593	Winchester	6,241,118	1,160,984	542,692
Otis	0	28,541	180,303	Stoughton	12,860,747	2,512,733	782,908	Windsor	47,361	81,486	256,775
Oxford	9,764,153	1,613,477	501,279	Slow	0	330,325	272,263	Winthrop	5,157,850	3,307,962	288,805
Palmer	10,519,240	1,573,636	500,160	Sturbridge	2,351,516	607,924	427,484	Woburn	6,256,312	4,697,851	1,249,842
Paxton	0	424,607	194,263	Sudbury	4,206,945	1,098,406	771,408	Worcester	201,135,279	32,608,533	4,081,326
Peabody	18,663,598	5,664,152	1,264,683	Sunderland	826,903	396,605	192,523	Worthington	49,000	98,563	243,829
Pelham	216,311	124,902	102,472	Sutton	5,102,475	612,529	444,463	Wrentham	3,530,923	731,568	423,001
Pembroke	12,794,990	1,319,012	535,540	Swampscott	2,564,463	1,015,680	310,464	Yarmouth	4,574	990,716	896,371
Pepperell	0	1,171,128	419,293	Swansea	4,715,991	1,473,767	576,902	Devens	308,588	0	0
Peru	73,500	89,614	147,833	Taunton	45,565,026	6,599,741	1,405,551				
Petersham	418,743	89,957	259,231	Templeton	0	1,094,201	341,408				
Phillipston	0	144,740	192,104	Tewksbury	12,317,499	2,183,935	880,194				
Pittsfield	36,754,052	6,774,785	1,419,592	Tisbury	380,594	76,942	148,277				
Plainfield	51,024	39,366	196,251	Tolland	0	14,503	164,969				
Plainville	2,519,174	595,290	271,478	Topsheld	1,025,939	481,291	287,946				
Plymouth	21,778,007	3,074,659	1,434,848	Townsend	0	1,031,249	434,941				
Plympton	566,871	186,155	161,524	Tirol	245,466	23,606	176,700				

Regional School District	Chapter 70	Regional School District	Chapter 70	Regional School District	Chapter 70
Northampton Smith	885,640	Gill Montague	5,967,929	Northern Berkshire	4,195,758
Acron Boxborough	6,969,133	Greater Fall River	13,916,182	Old Colony	3,159,799
Adams Cheshire	9,635,636	Greater Lawrence	19,868,513	Old Rochester	1,959,917
Amherst Pelham	9,169,067	Greater Lowell	21,734,894	Pathfinder	4,923,562
Ashburnham Westminster	9,935,704	Greater New Bedford	22,674,551	Pentucket	12,521,127
Assabet Valley	3,066,115	Groton Dunstable	10,278,973	Pioneer	3,971,891
Athol Royalsion	16,971,310	Hamilton Wenham	3,252,691	Quabbin	16,073,093
Ayer Shirley	7,644,036	Hampden Wilbraham	11,105,799	Quabog	6,393,766
Berkshire Hills	2,657,478	Hampshire	3,082,948	Ralph C Mahar	5,254,840
Berlin Boylston	871,873	Hawlemont	603,737	Shawsheen Valley	5,600,595
Blackstone Millville	10,511,449	King Philip	7,025,455	Silver Lake	6,927,073
Blackstone Valley	7,614,352	Lincoln Sudbury	2,513,855	Somerset Berkley	3,120,169
Blue Hills	3,819,759	Manchester Essex	2,106,931	South Middlesex	2,652,751
Bridgewater Raynham	20,050,371	Martha Vineyard	2,691,760	South Shore	3,614,091
Bristol County	2,949,242	Masconomet	4,686,999	Southeastern	12,628,459
Bristol Plymouth	9,760,991	Mendon Upton	11,857,016	Southern Berkshire	1,798,896
Cape Cod	2,020,767	Minuteman	2,129,172	Southern Worcester	9,400,370
Central Berkshire	8,335,894	Mohawk Trail	5,809,394	Southwick Tolland	8,183,967
Chesterfield Goshen	716,930	Montachusett	12,901,222	Spencer East Brookfield	13,236,949
Concord Carlisle	1,786,194	Mount Greylock	1,648,423	Tantasqua	7,482,919
Dennis Yarmouth	6,403,644	Narragansett	9,607,394	Tri County	5,198,118
Dighton Rehoboth	12,192,746	Nashoba	6,128,165	Triton	8,111,651
Dover Sherborn	1,359,555	Nashoba Valley	3,097,434	Upisland	781,612
Dudley Charlton	23,487,058	Nauset	3,204,119	Upper Cape Cod	2,848,175
Essex County	4,002,896	New Salem Wendell	621,347	Wachusett	22,389,331
Farmington River	384,305	Norfolk County	1,028,147	Whitman Hanson	23,464,624
Franklin County	3,268,850	North Middlesex	19,505,168	Whittier	6,819,812
Freelown Lakeville	10,359,748	North Shore	1,530,490	Regional total	631,487,700
Frontier	2,704,790	Northboro Southboro	2,721,210		
Gateway	5,553,533	Northeast Metropolitan	7,985,401		



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DEVAL L. PATRICK  
GOVERNOR

TIMOTHY P. MURRAY  
LIEUTENANT GOVERNOR

January 21, 2011

To the Honorable Senate and House of Representatives:

I am filing for your consideration a bill entitled "An Act Further Strengthening the Commonwealth's Partnership with its Municipalities."

This legislation provides cities and towns with additional tools they need to respond to the present fiscal challenges by managing their limited resources more efficiently.

First, the bill requires that, in time for fiscal year 2012, every municipality must either join the Group Insurance Commission or have a health insurance plan in place that will provide equivalent savings. Labor will have a meaningful role in developing this plan.

Second, this legislation requires every city or town to move its eligible retirees into Medicare. These two measures will save our communities over \$120 million.

Finally, this bill will remove the archaic property tax exemption for telecommunications equipment. This step is worth an additional \$26 million for cities and towns.

These measures will help cities and towns weather the present fiscal downturn, save hundreds of millions of dollars over time, and take significant pressure off property taxes now and in the future.

In order to assure that municipalities have sufficient time to secure new health insurance plans through the Group Insurance

Commission or otherwise, to enroll employees and their families in time for fiscal year 2012, and to meet the March 31 Medicare enrollment deadline for their eligible retirees, it is imperative to enact this legislation as soon as possible and with an emergency preamble. I therefore urge your prompt passage of this legislation.

Sincerely,

A handwritten signature in black ink, appearing to read "David L. ...", written over the word "Sincerely,".



# The Commonwealth of Massachusetts

IN THE YEAR TWO THOUSAND AND ELEVEN

## AN ACT FURTHER STRENGTHING THE COMMONWEALTH'S PARTNERSHIP WITH ITS MUNICIPALITIES.

*Whereas, The deferred operation of this act would tend to defeat its purpose, which is forthwith to strengthen the commonwealth's partnership with its municipalities in the present fiscal emergency, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.*

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

XXXXXXXXXXXX  
SECTION 1  
XXXXXXXXXXXX

### TRANSFER OF ELIGIBLE MUNICIPAL RETIREES INTO MEDICARE

SECTION 1. Section 18 of chapter 32B of the General Laws is hereby repealed.

SECTION 2. Said chapter 32B of the General Laws is hereby amended by striking out section 18A, and inserting in place thereof the following section:-

Section 18B. (a) All retirees, their spouses and dependents insured or eligible to be insured under this chapter, if enrolled in Medicare Part A at no cost to the retiree, spouse or dependents or eligible for coverage thereunder at no cost to the retiree, spouse or dependents, shall be required to transfer to a Medicare health plan offered by the governmental unit under section 11C or section 16, if the benefits



under the plan and Medicare Part A and Part B together shall be of comparable actuarial value to those under the retiree's existing coverage, but a retiree or spouse who has a dependent who is not enrolled or eligible to be enrolled in Medicare Part A at no cost shall not be required to transfer to a Medicare health plan if a transfer requires the retiree or spouse to continue the existing family coverage for the dependent in a plan other than a Medicare health plan offered by the governmental unit.

(b) Each retiree shall provide the governmental unit, in such form as the governmental unit shall prescribe, such information as is necessary to transfer to a Medicare health plan. If a retiree does not submit the information required, he shall no longer be eligible for his existing health coverage. The governmental unit may from time to time request from a retiree, a retiree's spouse or a retiree's dependent, proof, certified by the federal government, of eligibility or ineligibility for Medicare Part A and Part B coverage.

(c) The governmental unit shall pay any Medicare Part B premium penalty assessed by the federal government on the retiree, spouse or dependent as a result of enrollment in Medicare Part B at the time of transfer.

#### **REPEAL TELECOMMUNICATIONS MACHINERY EXEMPTION**

SECTION 3. Section 5 of chapter 59 of the General Laws, as appearing in the 2008 Official Edition, is hereby amended by inserting after the word "th an", in line 230, the following words:- a telephone or telegraph corporation taxed under section 52A of chapter 63 or.

SECTION 4. Said section 5 of said chapter 59, as so appearing, is hereby further amended by inserting after the words "two A", in line 233, the following words:- , other than a telephone or telegraph corporation,.

SECTION 5. Clause Sixteenth of said section 5 of said chapter 59 is hereby further amended by striking out paragraph (2), inserted by section 2 of chapter 173 of the acts of 2008, and inserting in place thereof the following paragraph:-

(2) In the case of (a) a business corporation subject to tax under section 39 of chapter 63 that is not a manufacturing corporation, or (b) a telephone or telegraph corporation subject to tax under section 52A of chapter 63, all property owned by the corporation other than the following:- real estate, poles, underground conduits, wires and pipes, and machinery used in the conduct of the business, which term, as used in this clause, shall not be considered to include stock in trade or any personal property directly used in connection with dry cleaning or laundering processes or in the refrigeration of goods or in the air-conditioning of premises or in any purchasing, selling, accounting or administrative function. Notwithstanding the preceding sentence, a telephone or telegraph corporation shall be subject to property tax assessment on machinery used in the conduct of its business and leased to it by a corporation that is not a telephone or telegraph corporation.

#### **MUNICIPAL HEALTH INSURANCE**

SECTION 6. (a) Each municipality shall provide health insurance coverage to its subscribers either through the group insurance commission or through other means with benefits of comparable actuarial value to those provided by the group insurance commission.

(b) Notwithstanding chapter 32B of the General Laws or any other general or special law to the contrary, if a municipality's health insurance benefits do not comply with subsection (a), the chief executive of the municipality shall give notice to its public employee committee, established or which shall be established under section 19 of said chapter 32B, of its intention to enter into negotiations to provide health insurance coverage to its subscribers and to enter into a written agreement within a period prescribed by regulations to provide such coverage.

(c) If no agreement is reached within the prescribed period, the municipality shall transfer its subscribers to the group insurance commission or provide health insurance coverage to its subscribers in a manner prescribed by regulations and which complies with subsection (a).

(d) The secretary of administration and finance, in consultation with the secretary of labor and workforce development, shall adopt regulations to carry out this section, including but not limited to regulations defining comparable actuarial value, setting forth deadlines for prompt and reasonable compliance with this section to ensure compliant coverage in fiscal year 2012, detailing the procedure by which the municipality shall provide health insurance coverage under this section, and determining the extent to which reduced costs to the municipality resulting from adoption of coverage under this section shall be shared with the municipality's employees.

## WICKED LOCAL SAUGUS

WITH NEWS FROM THE SAUGUS ADVERTISER

### DeLeo re-elected speaker, eyes gambling bill, muni health reforms

By Kyle Cheney/STATE HOUSE NEWS SERVICE

State House News Service

Posted Jan 07, 2011 @ 05:13 PM

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Boston — Speaker Robert DeLeo promised to revisit expanded gambling legislation, foreshadowed a budget that includes no new taxes, and pledged to tackle municipal health insurance reforms as he took the gavel Wednesday for his second term atop the House.

The Winthrop Democrat was re-elected by his colleagues on a party line vote of 128-31.

DeLeo, who won re-election as speaker nearly two years after he took the gavel from House Speaker Salvatore DiMasi — who was later indicted on corruption charges — said he favors for cities and towns to join the state's Group Insurance Commission, a program that insures hundreds of thousands of state retirees and workers and their dependents.

"The reality is that municipal employee health insurance is a budget-buster which puts untenable strain on municipal services. Unless cities and towns can find health insurance at the same or lower cost than the GIC, we should force them to join — bringing them under the more efficient and cost effective state system," he said. "This will translate in to immediate cost savings for cities and towns while preserving an acceptable standard of quality health care for our public servants at the local level."

DeLeo said bringing municipalities into the GIC could help leverage lower prices for all members and would be similar to efforts to push municipalities into the state pension system. He also promised broader health care cost control efforts, dovetailing with Senate President Therese Murray's call to do so.

Describing a "blue-collar depression," DeLeo said "the most immediate source" of jobs and "long-term revenue" for local aid would come from expanded gambling.

"I will work closely with Governor Patrick and Senate President Murray to devise a gaming plan which can provide much needed jobs," he said.

Differences over expanded gambling details, largely between DeLeo and Patrick, last session derailed casino and racetrack slot bills that had made it all the way to the governor's desk.

DeLeo promised to prioritize "consistency in our tax laws" for business and he promised that he would not support any new taxes in the budget the House files in April. He also indicated he would protect existing tax credits for businesses.

"We have seen examples recently where even talk about capping tax credits has reduced investment in affected industries," he said. "Remember, our support for the film tax credit has made Massachusetts attractive to filmmakers and preserved and created jobs. I will do my part to maintain stability in the current corporate tax structure so that businesses know where they stand and can plan for the future."

Like Murray, DeLeo heaped praise on the University of Massachusetts system but he also promised to "not forget" community colleges.

"Instead, we would be smart to lean on them more than ever to provide real opportunity to our fellow citizens experiencing unexpected professional challenges," he said.

DeLeo described legislative pushes to overhaul ethics, pension, transportation and education laws as the hallmarks of the last two years. He also alluded to questions about patronage in state government, vowing to ensure that state employees are qualified for their jobs.

"I want to emphasize that this session we will also do our part to ensure that all state agencies operate transparently and with the highest professional standards," he said. "We will make clear that all public servants must not only be qualified for their jobs, they must be the most qualified people for their jobs. And we will also ensure that state hiring authorities understand that we expect that they will serve but one master, the taxpaying public."

DeLeo's predecessor, former Speaker Salvatore DiMasi, whose public corruption trial may unfold this spring, was on hand Wednesday for the opening House session, seated at the front of the House chamber alongside former House Speakers Thomas Finneran, Charles Flaherty and David Bartley.

Although former speakers typically visit the State House for the opening of a new session, DiMasi faced an audience of several newly sworn in lawmakers who ran against corruption and Beacon Hill and frequently invoked his name. DiMasi also encountered old friends, like new House Dean Angelo Scaccia who gave DiMasi full credit for the state's 2006 health care law and called him "brilliant."

The House, two years ago, voted to reelect DiMasi as speaker, a month before he stepped down under a cloud. DeLeo assumed the

speakership for the remainder of the term and is now entering his first full term as the leader of the House.

DiMasi has visited the State House infrequently since his indictment in connection with charges that he helped steer contracts to favored vendors and benefitted financially from the scheme. DiMasi says he is not guilty of the charges brought by federal prosecutors.

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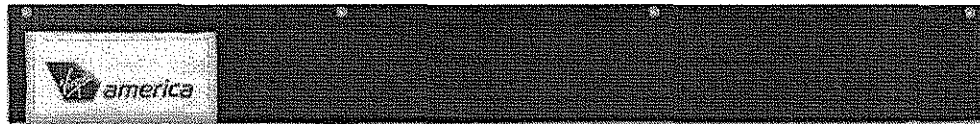
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## In a turnabout, governor breaks with unions on health care plans

By Sean Murphy

Globe Staff / January 22, 2011

For much of his first term, Governor Deval Patrick helped protect public employee unions from dramatic increases in their members' health care insurance costs.

No more.

Yesterday, Patrick joined House Speaker Robert A. DeLeo in calling for a significant curtailing of organized labor's influence over the health care plans of municipal employees, retirees, and elected officials, proposing that cities and towns receive far greater power to enact major changes without union assent.

The governor's proposal, as part of his budget plan for next fiscal year, represents a momentous shift in the political landscape, as labor unions, state leaders, and local officials tussle over how to rein the exorbitant costs of the often-generous insurance plans. Patrick's proposal aligns him with Mayor Thomas M. Menino of Boston and others who have pushed for public employees to pay a greater share of their health care costs.

"It's a pretty bold move and one that I strongly support," said Jay Ash, Chelsea's city manager.

For many years, public employees have enjoyed health care plans that paid as much 90 percent of their premiums, with copayments for office visits as low as \$5. But with the rapid escalation of health care costs since 2000, municipalities have devoted an ever-greater share of their budgets — in some cases 20 percent — to insuring workers, retirees, and some elected officials.

Four years ago, Patrick signed a bill that gave cities and towns the option of joining the state Group Insurance Commission, a larger and more flexible plan that gives local public employee unions no say over premiums, copays, and other details.

But that measure, which Patrick used to promise municipalities a "new partnership with state government," failed to live up to expectations. Only 31 communities and regional government bodies, such as regional school districts, joined the GIC, and none has this year, in the face of strong union opposition.

The law that Patrick embraced in 2007 gave public employee unions the power to block migration into the GIC by requiring at least 70 percent of a committee of local union representatives to sign on. And with higher health care costs a near certainty for anyone in the GIC, few unions took the plunge.

Now, Patrick wants to strip unions of what has proven to be an effective veto power. Under his proposal, public employee unions must willingly join the GIC or negotiate with municipal officials to arrive at a local plan that would be similar in cost for employees, retirees, and elected officials, and thus cheaper for cities and towns.

Compared with municipalities, the GIC historically experienced lower cost increases. One factor was its size. It is the largest group insurer in the state, representing 300,000 people, which gives it greater bargaining power with providers. But its ability to increase employee copays and deductibles without union negotiations has also allowed the commission to shift some costs to plan participants.

Patrick's proposal goes much further than he said he was willing to go during last fall's campaign for governor, when Republican opponent Charles D. Baker accused him of failing to stand up to unions, even as communities were suffering under the weight of health care costs.

"The governor is saying municipalities must have reasonable benefit packages," Jay Gonzalez, Patrick's secretary of administration and finance, said in an interview.

Patrick's change of heart comes two weeks after DeLeo, an ally of organized labor, took a surprising turn himself by opening the new legislative session with a call to force all cities and towns into the GIC, with or without union support.

"Our current fiscal climate demands that we move in this direction," DeLeo said. "I can no longer permit our residents to suffer because we are so slow to progress in this area."

One big question mark now is Senate President Therese Murray, who has admonished municipalities for coming to the state for help after having agreed to the generous benefit packages. Yesterday, Murray said little, releasing a brief statement that said only that she looked forward to reviewing what Patrick proposed.

"The governor's plan will bring plenty of interest, and I look forward to receiving the full details of his proposal," she said.

Leaders of public employee unions have taken the position in this debate that any changes ought to be settled at the bargaining table. Employee benefits were won in collective bargaining and should only be taken away in negotiations, they say.

Unions were largely quiet on Patrick's proposal yesterday. Several labor leaders did not return calls or e-mails. Robert J. Haynes, president of the Massachusetts AFL-CIO, promised in a statement that unions "stand ready to be part of the solution," but called for preserving collective bargaining rights.

To be sure, Patrick's proposal to overhaul municipal health care is far from being law, as it must first be passed in the state House and Senate, where many lawmakers remain allied with labor. Last year, despite promises of action, a concerted effort to give cities and towns more authority ultimately died.

Sean Murphy can be reached at [smurphy@globe.com](mailto:smurphy@globe.com).

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## Patrick's health care proposal praised

By John Laidler

Globe Correspondent / January 27, 2011

Governor Deval Patrick's proposal to provide cities and towns relief from escalating health insurance costs is drawing a positive reception from officials in communities north of Boston.

The proposal would require cities and towns to bargain with unions to come up with a health plan equivalent in cost and value to the state health plan provided through the Group Insurance Commission. If no agreement is reached by July 1, the community would either have to move into the commission or could implement — without union agreement — a plan equivalent to it.

The plan, announced by Patrick last Friday at the Massachusetts Municipal Association's annual meeting, stops short of providing municipalities with the authority to design their health plans without union bargaining.

But some local officials, while cautioning that the details would still need to be fleshed out in legislation and regulations, said the proposal could give them the tools they need to rein in costs.

"What this proposal does is it forces a partnership between the municipal leadership and labor to meet the objective of achieving the same savings as the GIC. So it's bold," said Amesbury Mayor Thatcher W. Kezer 3d. "It's different from what I had expected, but I think it gives me the leverage I need to force something to happen in order to generate the savings."

"I think it's a very important step and I hope the Legislature moves quickly to adopt his proposal," said Salem Mayor Kimberley L. Driscoll. "It's talking about meaningful savings to cities and towns, and meaningful savings in the next fiscal year."

Currently, municipalities must secure union agreements to enter the Group Insurance Commission or make changes to the design of their health plan, a hurdle that many local officials say hampers them from reducing costs.

The state four years ago opened the way for municipalities to join the commission, but only a few have done so.

"I think giving [unions] a voice at the table but not a veto is the best approach," she said.

Robert J. Haynes, president of the Massachusetts AFL-CIO, said in a statement Friday, "Unions stand ready to be part of the solution to the health care cost crisis in which we all find ourselves. . . . The only way to ensure we are part of the solution is to guarantee that we have a voice and meaningful role in how cost savings are achieved. That voice and that role is called collective bargaining."

Revere Mayor Thomas G. Ambrosino supports the governor's plan.

"The governor has taken a bold and courageous step to address the inequities in health insurance for municipalities," he said in a prepared statement. "Under his proposal, cities like Revere will be able to revise their health insurance plans to be in line with plans offered by the [Group Insurance Commission]."

While Melrose is already in the commission, Mayor Robert J. Dolan praised the initiative for the benefits he said it would offer communities statewide.

Dolan said even if the governor's plan takes effect, fiscal 2012 promises to be a rough year for cities and towns, which face significant local aid cuts.



The governor Friday announced his budget proposal would cut general aid by 7 percent, while increasing school aid and road funding. But Dolan said the health savings plan "sets us up for a stronger recovery" when times improve.

"Obviously, the devil is in the details, but I'm very optimistic about the attitude the governor expressed and that [House Speaker Robert A. DeLeo] has expressed," said Beverly Mayor William F. Scanlon Jr. DeLeo, a Winthrop Democrat, recently said he favored forcing municipalities to join the commission or to adopt similar plans.

Lowell city manager Bernard F. Lynch called the governor's plan "a very important step in giving us a good amount of ability to . . . manage these costs more effectively."

He said issues still to be settled include defining what constitutes a plan that is equivalent to the commission, and whether communities that realize health care savings would be required to provide new benefits to unions.

Gloucester Mayor Carolyn A. Kirk was less enthusiastic, saying she is "very skeptical about the governor's and the legislative attempts . . . to give us the plan design authority," given that past efforts have not succeeded.

Kirk said Gloucester is negotiating with its unions and its provider, Harvard Pilgrim Health Care, to develop a plan that can save the city money.

"If the governor's plan and the Legislature's plan can help, that's great, but I'm very skeptical," she said.

But Chelsea city manager Jay Ash applauded the initiative.

"I'm very excited the governor is continuing his commitment to cities and towns by helping us deal with the biggest budget-buster we face," he said.

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## Arlington

### Schedule:

Step	BA	BA+15	MA	MA+15	MA+30,CAGS	MA+60,DOC
1	39,337	40,717	42,097	42,783	43,469	45,770
2	40,574	41,953	43,332	44,018	44,705	47,005
3	42,035	43,460	44,885	45,601	46,318	48,693
4	43,939	45,367	46,796	47,509	48,221	50,597
5	45,841	47,268	48,694	49,411	50,127	52,508
6	47,753	49,175	50,597	51,312	52,028	54,883
7	49,658	51,318	52,978	53,695	54,412	57,271
8	52,028	53,694	55,359	56,073	56,787	59,657
9	54,411	56,076	57,741	58,455	59,169	62,028
10	56,787	58,691	60,595	61,312	62,028	64,886
11	59,108	61,307	63,507	64,176	64,846	67,767
12	63,901	66,394	68,889	69,540	70,191	73,314

Year of Salary Schedule: Salary Effective Day 91 of Year 2008-2009

Contract length: 2006-2009

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=10>

Comments:

Belmont

Schedule:

Step	B	B + 15	M	M + 15	M + 30	M + 45	D
1	45,085	45,934	48,421	49,710	51,087	52,584	54,077
2	47,235	48,111	50,745	52,061	53,494	55,044	56,593
3	49,383	50,287	53,069	54,413	55,900	57,503	59,109
4	51,532	52,462	55,393	56,765	58,303	59,962	61,626
5	53,681	54,638	57,714	59,116	60,710	62,424	64,141
6	55,828	56,813	60,038	61,469	63,117	64,884	66,659
7	57,978	58,989	62,361	63,820	65,523	67,342	69,175
8	60,127	61,164	64,685	66,172	67,928	69,801	71,691
9	62,275	63,340	67,008	68,524	70,333	72,263	74,208
10	64,424	65,515	69,333	70,875	72,739	74,721	76,724
11	69,083	70,236	71,657	73,227	75,145	77,180	79,239
12	74,357	75,570	76,707	78,349	80,360	82,502	84,659
13	74,593	75,805	82,610	84,322	86,427	88,676	90,931
14	75,664	77,091	84,110	86,035	88,355	90,819	93,288

Year of Salary Schedule: Teacher Salary Scale for 2009-2010

Contract length:

Contract link:

Comments:

# Brookline

## Schedule:

step	B	M	M+30	M+45	D
1	44,145	47,068	50,093	51,597	53,033
2	46,567	49,563	52,663	54,166	55,701
3	48,988	52,061	55,236	56,739	58,368
4	51,402	54,557	57,805	59,310	61,032
5	53,823	57,053	60,374	61,878	63,695
6	56,244	59,552	62,944	64,452	66,365
7	58,662	62,049	65,515	67,019	69,028
8	61,084	64,544	68,091	69,593	71,697
9	63,503	67,040	70,661	72,167	74,363
10	65,927	69,539	73,234	74,735	77,031
11	68,341	72,038	75,804	77,308	79,696
12	70,765	74,531	78,375	79,882	82,363
13	73,076	77,031	80,944	82,449	85,028
14		80,111	83,517	85,021	87,697
15			86,597	88,103	90,360
16					92,676

Year of Salary Schedule: Effective September 1, 2009

Contract length: contract date: 2009-11

Contract link:

Comments:

## Chelmsford

### Schedule:

step	B	MA	MA + 30	CAGS	PhD
1	36,374	40,571	42,670	44,286	45,363
2	38,472	42,670	44,773	46,389	47,466
3	41,097	45,311	47,432	49,048	50,125
4	43,722	47,951	50,090	51,706	52,783
5	46,347	50,592	52,750	54,365	55,442
6	48,970	53,231	55,408	57,024	58,101
7	51,595	55,870	58,067	59,683	60,760
8	54,221	58,510	60,727	62,342	63,419
9	56,844	61,148	63,385	65,000	66,077
10	59,471	63,787	66,045	67,661	68,738
11	60,979	65,294	67,553	69,169	70,246
12	62,325	66,641	68,899	70,515	71,592
13	63,725	68,041	70,300	71,915	72,992

Year of Salary Schedule: 2008-2009 (.5% INCREASE) ( EFFECTIVE 91ST SCHOOL DAY)

Contract length: contract 2006-2009

Contract link:

Comments:

Lexington

Schedule:

FY09	B	M	M15	M30	M45	D	D30
1	41,908	44,526	45,863	47,177	48,514	49,886	51,291
2	42,834	45,574	46,965	48,302	49,717	51,108	52,512
3	43,743	46,629	48,055	49,425	50,908	52,367	53,760
4	44,629	47,662	49,145	50,594	52,087	53,638	55,042
5	45,653	48,901	50,429	52,001	53,631	55,227	56,620
6	47,271	50,814	52,489	54,141	55,929	57,684	59,063
7	49,173	53,137	54,939	56,763	58,689	60,592	61,977
8	52,002	56,496	58,501	60,528	62,680	64,842	66,228
9	55,312	60,470	62,712	64,942	67,363	69,807	71,191
10	59,146	65,013	67,469	70,002	72,727	75,509	76,883
11	63,407	70,075	72,890	75,661	78,802	81,888	83,307
12	68,255	77,057	78,965	82,027	85,565	89,101	90,497

Year of Salary Schedule: 2008-2009

Contract length: September 1, 2004 - August 31, 2009

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=146#>

Comments:

Medford

Schedule:

Step	B.A.	B+15	B+30	B+45	M.A.	M+15	M+30	M+45 or	M+60	DOC
1	41217	42632	44053	45466	44983	46407	47820	49242	50181	51120
2	42815	44237	45654	47071	46593	48001	49426	50839	51782	52725
3	44419	45839	47257	48668	48188	49607	51023	52442	53383	54323
4	46018	47437	48852	50269	49787	51204	52626	54041	54981	55921
5	47617	49034	50458	51872	51390	52813	54223	55647	56586	57526
6	49223	50639	52055	53470	52992	54407	55828	57243	58185	59126
7	51081	52502	53914	55334	54854	56269	57688	59102	60046	60989
8	52946	54360	55776	57198	56711	58132	59547	60960	61903	62845
9	55077	56495	57913	59331	58850	60269	61686	63105	64042	64978
10	65196	66663	68129	69641	70076	71541	73007	74474	75445	76416

Year of Salary Schedule: EFFECTIVE 1ST DAY OF SCHOOL YEAR 2009-2010 - 2%

Contract length: September 1, 2007 through June 30, 2010

Contract link:

Comments: there is one more salary adjus after this, mid year

# Melrose

## Schedule:

Step	BA	BA15	BA30	BA45	BA60	MA	MA15	MA30	MA45	MA60	DR
1	\$38,702	\$38,852	\$39,002	\$39,152	\$39,302	\$42,549	\$42,699	\$44,441	\$44,591	\$44,741	\$46,394
2	\$40,332	\$40,482	\$40,632	\$40,782	\$40,932	\$44,373	\$44,523	\$46,307	\$46,457	\$46,607	\$48,414
3	\$42,145	\$42,295	\$42,445	\$42,595	\$42,745	\$46,191	\$46,341	\$48,392	\$48,542	\$48,692	\$50,431
4	\$43,969	\$44,119	\$44,269	\$44,419	\$44,569	\$48,208	\$48,358	\$50,487	\$50,637	\$50,787	\$52,660
5	\$45,785	\$45,935	\$46,085	\$46,235	\$46,385	\$50,233	\$50,383	\$52,583	\$52,733	\$52,883	\$54,894
6	\$47,609	\$47,759	\$47,909	\$48,059	\$48,209	\$52,259	\$52,409	\$54,676	\$54,826	\$54,976	\$57,114
7	\$49,425	\$49,575	\$49,725	\$49,875	\$50,025	\$54,284	\$54,434	\$56,768	\$56,918	\$57,068	\$59,330
8	\$51,450	\$51,600	\$51,750	\$51,900	\$52,050	\$56,506	\$56,656	\$59,100	\$59,250	\$59,400	\$61,566
9	\$53,474	\$53,624	\$53,774	\$53,924	\$54,074	\$58,733	\$58,883	\$61,424	\$61,574	\$61,724	\$63,983
10	\$55,701	\$55,851	\$56,001	\$56,151	\$56,301	\$61,154	\$61,304	\$63,983	\$64,133	\$64,283	\$66,822
11	\$58,493	\$58,643	\$58,793	\$58,943	\$59,093	\$64,286	\$64,436	\$67,197	\$67,347	\$67,497	\$70,082

Year of Salary Schedule: 2009-2010 Salary Schedule with 2% Increase +\$275 (2% and \$275 on BA, MA, MA+30 and DR)

Contract length: Sept 1 2008 to 8/31/2011

Contract link:

Comments:



Milton

Schedule:

STEP	B	B+15	M/B+30	M+30/B+60	M+45/B+75
1	39,122	40,392	42,356	44,902	46,170
2	42,423	43,771	45,814	48,505	49,850
3	44,043	45,386	47,431	50,125	51,475
4	46,202	47,544	49,582	52,272	53,638
5	49,436	50,781	52,818	55,547	56,872
6	52,670	54,016	56,046	58,750	60,104
7	55,356	56,732	58,750	61,447	62,791
8	58,058	59,403	61,447	64,139	65,483
9	61,289	62,641	64,686	67,370	68,724
10	64,520	65,881	67,916	70,612	71,958
11	65,200	67,481	70,867	73,555	74,910
12		67,907	74,645	77,332	78,684
13			75,071	77,759	79,110
15	66,220	68,927	76,091	78,779	80,130
20	67,722	70,455	77,140	79,855	81,219
30	68,990	71,751	78,501	81,243	82,621

Year of Salary Schedule: Sept 1 2009  
Contract length: 9/1/2008 to and including 31-Aug-11  
Contract link:

Comments:

Natick

Schedule:

Step	Bachelors	Masters	Masters+	Masters+	Doctorate
1	40,920	45,012	49,513	51,988	54,464
2	42,557	46,812	51,494	54,068	56,643
3	44,259	48,685	53,554	56,231	58,909
4	46,029	50,632	55,696	58,480	61,265
5	47,871	52,658	57,924	60,819	63,716
6	49,785	54,764	60,240	63,252	66,264
7	51,777	56,954	62,650	65,782	68,915
8	53,848	59,233	65,156	68,413	71,672
9	56,002	61,602	67,762	71,150	74,538
10	58,082	63,890	70,279	73,793	77,307
11	59,243	65,169	71,684	75,269	78,853
12	60,428	66,472	73,118	76,774	80,431
13	61,636	67,802	74,581	78,310	82,039
14	62,869	69,158	76,072	79,877	83,680
15	63,812	70,195	77,213	81,075	84,935

Year of Salary Schedule: The 2008-09 salary schedule will continue in effect for the school year 2009-10.

Contract length: AUGUST 31, 2009 THROUGH MIDNIGHT OF THE DAY PRECEEDING THE FIRST DAY OF THE 2010-11 SCHOOL YEAR

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=190#>

Comments:

# Needham

## Schedule:

Step	B.A.	B+15	M.A.	M+15	M+30	M+45	M+60	D
1	42,358	43,894	45,533	47,290	49,047	50,823	51,572	52,320
2	44,182	45,893	47,569	49,267	51,172	52,751	53,758	54,767
3	46,384	47,885	49,775	51,552	53,670	55,028	56,096	57,167
4	48,586	50,087	52,157	53,934	56,603	57,468	58,591	59,712
5	50,895	52,324	54,739	56,456	58,591	60,029	61,036	62,045
6	53,342	54,769	57,468	59,007	61,205	62,579	63,731	64,883
7	55,865	57,336	60,341	61,772	64,083	65,447	66,564	67,680
8	59,651	61,517	63,169	64,612	66,846	68,246	69,397	70,547
9	60,851	62,754	65,754	67,127	69,223	70,903	72,157	73,414
10	62,068	64,008	67,935	69,677	71,813	73,629	75,049	76,469
11			73,847	75,627	77,896	80,017	81,380	82,741
12			75,334	77,147	79,462	81,625	83,014	84,403
13			76,841	78,690	81,052	83,258	84,675	86,091
14			78,378	80,263	82,673	84,923	86,369	87,813

Year of Salary Schedule: effective Sept 2009

Contract length: 2007-2010

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=192#>

Comments:

# Norwood

## Schedule:

	B	B+15	M	M+15	M+30	M+45	D
1st	38,439	40,166	41,891	43,404	44,917	46,448	47,978
2nd	40,166	42,326	44,048	45,564	47,079	48,610	50,140
3rd	42,326	44,483	46,213	47,724	49,235	50,766	52,296
4th	44,483	46,643	48,372	49,885	51,398	52,928	54,459
5th	46,643	48,804	50,532	52,042	53,553	55,083	56,614
6th	48,803	50,967	52,683	54,201	55,717	57,247	58,778
7th	50,967	53,124	54,849	56,362	57,875	59,406	60,936
8th	53,551	55,281	57,014	58,527	60,040	61,571	63,101
9th	56,582	58,309	59,917	61,484	63,053	64,583	66,114
10th	59,602	61,321	63,053	64,567	66,082	67,612	69,143
11th	62,502	64,206	65,920	67,415	68,910	70,441	71,972
12th	64,781	66,554	68,241	69,751	71,259	72,790	74,321
13th			71,693	73,206	74,719	76,250	77,781

Year of Salary Schedule:

31-Aug-09

Contract length:

AUGUST 30, 2008 - AUGUST 31, 2010

Contract link:

<http://educatorcontracts.doemass.org/view.aspx?recno=216#>

Comments:

Randolph

Schedule:

	B	B+15	M	M+15	M+30	M+45	M+60	CAGS	CAGS+15	D
1	41220	42434	43666	44890	46120	46759	47397	48004	48613	50994
2	44071	45389	46692	48004	49319	49960	50600	51209	51816	54531
3	46176	47708	49026	50341	51658	52297	52937	54055	54154	56914
4	48268	49816	51142	52456	53769	54411	55052	55660	56269	59017
5	50378	51916	53710	54569	55885	56522	57157	57767	58374	60175
6	52473	54038	56353	56674	57993	58632	59271	59878	60485	63246
7	54577	56144	57463	58779	60097	60739	61381	61987	62597	65342
8	59992	60063	60176	60890	62479	63121	63763	64371	64980	68523
9	60892	61199	62521	63838	65164	65804	66445	67053	67662	70401
10		66031	67970	69206	70469	71113	71755	72363	72971	75619
11		67237	69175	70411	71675	72318	72961	73569	74177	76824
12		68246	70213	71467	72751	73403	74055	74672	75290	77977

Year of Salary Schedule: effective sept 1 2009

Contract length: (September 2008 - August 2011)

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=240#>

Comments:

# Reading

## Schedule:

STEP	B	B+15	B+30	M	M+30	CAGS/DM	DR
1	41,538.00	42,319.00	42,714.00	44,583.00	45,733.00	47,254.00	50,292.00
2	43,878.00	44,640.00	45,030.00	46,952.00	48,122.00	49,730.00	52,935.00
3	46,248.00	47,027.00	47,414.00	49,404.00	50,620.00	52,236.00	55,480.00
4	48,834.00	49,616.00	50,009.00	51,965.00	53,162.00	54,804.00	58,078.00
5	51,337.00	52,201.00	52,617.00	54,678.00	55,923.00	57,566.00	60,878.00
6	55,905.00	56,740.00	57,154.00	59,249.00	60,498.00	62,161.00	65,496.00
7	63,440.00	64,696.00	65,114.00	69,702.00	70,958.00	73,042.00	76,382.00
8	63,594.00	64,853.00	65,273.00	69,871.00	71,130.00	73,219.00	76,569.00
9	63,747.00	65,010.00	65,430.00	70,040.00	71,301.00	73,399.00	76,752.00
10	63,902.00	65,168.00	65,586.00	70,209.00	71,473.00	73,575.00	76,939.00
11	64,056.00	65,324.00	65,745.00	70,380.00	71,646.00	73,751.00	77,121.00
12	64,364.00	65,637.00	66,061.00	70,719.00	71,992.00	74,106.00	77,494.00
13	64,672.00	65,951.00	66,376.00	71,056.00	72,335.00	74,459.00	77,865.00

Year of Salary Schedule: 1-Sep -2009 through 31-Aug -2010  
 Contract length: Effective: September 1, 2008 Expiring: August 31, 2011  
 Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=241#>

Comments:

Salem

Schedule:

B	B+15	M	M+15	M+30	M+45	CAGS/+60	D
38346	39394	40599	41655	42710	43764	44967	46215
40018	41070	42273	43325	44381	45431	46638	47886
41682	42736	43947	44999	46055	47101	48311	49560
43359	44409	45613	46673	47724	48775	49985	51233
45030	46083	47281	48342	49397	50451	51656	52905
46701	47755	48963	50013	51069	52124	53328	54576
48372	49428	50634	51685	52740	53797	55001	56250
58815	60118	61605	62904	64203	65505	66989	68237

Year of Salary Schedule:

Contract length: 2007 - 2010

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=248#>

Comments: they don't have numbers for steps

# Stoneham

## Schedule:

Step	Bachelors	Masters	M+30	M+45	M+60	M+75
1	37,912	40,876	43,014	44,085	45,155	46,155
2	39,309	42,292	44,410	45,479	46,547	47,547
3	40,699	43,665	45,806	46,877	47,947	48,947
4	42,557	45,519	47,660	48,730	49,800	50,800
5	44,418	47,384	49,522	50,589	51,656	52,656
6	46,263	49,232	51,367	52,436	53,506	54,506
7	48,118	51,080	53,221	54,292	55,362	56,362
8	50,435	53,399	55,548	56,621	57,694	58,694
9	52,758	55,726	57,863	58,931	59,999	60,999
10	55,543	58,507	60,646	61,716	62,786	63,786
11	59,550	61,290	63,428	64,497	65,566	66,566
12	0	66,433	68,628	69,725	70,822	71,822

Year of Salary Schedule: 2009-10

Contract length: 2009-2012

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=275#>

Comments: Doctorate salary schedule will be compensated by adding a column in each grid that is \$700 higher than the listed salary for last column of the salary schedule.



# Watertown

## Schedule:

STEP	B	B+15	M	M+15	M+30	CAGS/DOC**	
3*	1	39,423	40,606	42,230	43,495	44,801	46,595
	2	41,394	42,636	44,342	45,672	47,041	48,924
		43,463	44,767	46,557	47,955	49,392	51,369
	4	47,809	49,244	51,215	52,750	54,334	56,508
	5	50,199	51,706	53,776	55,387	57,050	59,333
6*		52,711	54,292	56,465	58,157	59,903	62,298
	7	55,344	57,008	59,288	61,065	62,897	65,412
9*	8	58,113	59,856	62,253	64,120	66,043	68,685
		61,020	62,850	65,364	67,325	69,345	72,117
	10	65,596	67,563	70,266	72,374	74,545	77,527
	15	68,876		73,779	75,993	78,273	81,405

see comment

Year of Salary Schedule:

FY '09 Effective September 1, 2008

Contract length:

September 1, 2006 – August 31, 2009 Extended by MOA to August 31, 2010

Contract link:

<http://educatorcontracts.doemass.org/view.aspx?recno=302#>

Comments:

agreement 10/2008 has above salaries increased by 4.5%beginning sept 09 contingent on joining GIC

<http://www.watertown.k12.ma.us/dept/personnel/compensation.html>

shows new salary schedule

"Last, there are no steps 11-14 represented on the scale. These steps are equivalent to Step 10."

## Wellesley

### Schedule:

Step	B.A.	M.A.	MA+30	MA+60/DOCTORS
1	42,633	47,001	50,630	54,170
2	44,409	48,959	52,739	56,426
3	46,259	50,999	54,936	58,778
4	48,186	53,124	57,225	61,227
5	50,194	55,338	59,609	63,779
6	52,285	57,644	62,093	66,436
7	54,463	60,046	64,680	69,205
8	56,732	62,548	67,374	72,089
9	59,096	65,154	70,181	75,092
10	61,559	67,869	73,105	78,221
11	64,124	70,696	76,151	81,480
12	66,796	73,642	79,324	84,875
13	69,579	76,710	82,630	88,411
14	72,478	79,906	86,073	92,095
15	75,498	83,235	89,659	95,933

Year of Salary Schedule: Effective July 1, 2009, salary schedules for full-time teachers shall be as follows

Contract length:

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=305#>

Comments: (3.0% over FY10 Equalized Step)--this is because they renumbered their steps, now looks more consistent with other towns

# Weymouth

## Schedule:

STEP	B	M	M+15	M+30	M+45	M+60	DOC
1	\$39,299	\$41,983	\$42,886	\$44,459	\$45,698	\$46,930	\$48,338
2	\$40,870	\$43,337	\$44,460	\$46,030	\$47,600	\$49,171	\$50,646
3	\$42,657	\$45,356	\$46,254	\$48,277	\$49,853	\$51,428	\$52,970
4	\$44,908	\$47,155	\$48,277	\$50,562	\$52,000	\$53,438	\$55,042
5	\$46,703	\$50,071	\$50,973	\$52,773	\$54,454	\$56,132	\$57,816
6	\$48,945	\$51,871	\$52,773	\$55,239	\$56,587	\$57,934	\$59,672
7	\$50,973	\$54,112	\$55,239	\$57,033	\$58,715	\$60,399	\$62,211
8	\$52,773	\$56,175	\$57,033	\$59,509	\$60,858	\$62,205	\$64,071
9	\$55,239	\$58,607	\$59,953	\$61,755	\$63,438	\$65,119	\$67,072
10	\$57,480	\$61,755	\$62,640	\$65,119	\$66,464	\$67,813	\$69,847
11	\$60,627	\$65,344	\$66,241	\$68,259	\$69,831	\$71,403	\$73,545
12	\$63,714	\$69,554	\$70,899	\$72,703	\$74,274	\$75,847	\$78,122

Year of Salary Schedule: Effective September 1, 2009  
 Contract length: 2007 – 2009 2009 – 2012  
 Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=317#>

Comments:

# Winchester

Schedule:	ELRM,	BS/BA		MA	MA+15	BA+60		M+60
Step	SPED	BA	BA+15	BA+30	BA+45	MA+30	MA+45	EDD PhD
1	37,208	38,344	41,152	44,106	46,193	48,276	50,939	53,602
2	38,106	39,709	42,711	45,711	47,798	49,883	52,546	55,209
3	39,238	41,217	44,278	47,333	49,422	51,507	54,170	56,832
4	40,404	42,726	46,047	49,365	51,457	53,542	56,203	58,868
5	41,603	44,241	47,812	51,380	53,473	55,560	58,223	60,886
6	42,842	46,129	49,769	53,405	55,498	57,585	60,250	62,913
7	44,114	48,018	51,726	55,428	57,525	59,613	62,277	64,939
8	45,426	49,917	53,681	57,458	59,555	61,647	64,307	66,970
9	46,777	51,812	55,851	59,890	61,989	64,080	66,742	69,406
10	48,168	53,693	58,002	62,316	64,415	66,508	69,169	71,834
11	49,603	55,970	60,556	65,147	67,248	69,344	72,006	74,669
12	51,079	58,235	63,112	67,981	70,086	72,183	74,846	77,508
13	0	0	0	70,015	72,183	74,735	77,400	80,061
14	0	0	0	0	0	76,970	79,714	82,456

Year of Salary Schedule: 2008-9

Contract length: 2006-2009

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=325#>

Comments: calculated numbers for above from prior year because of illegibility  
is not newest contract

## Woburn

### Schedule:

STEP	B	B+15	B+30	B+45/M	M+15	CAGS/M+3	M+45	M+60/PhD
1	38,999	39,488	40,137	41,801	43,465	44,927	46,388	47,850
2	41,278	41,858	42,627	44,305	45,983	47,454	48,928	50,402
3	43,557	44,228	45,117	46,809	48,499	49,985	51,471	52,957
4	45,836	46,598	47,607	49,313	51,016	52,514	54,011	55,508
5	48,115	48,967	50,098	51,817	53,633	55,045	56,552	58,062
6	50,394	51,337	52,588	54,322	56,052	57,572	59,092	60,612
7	52,673	53,707	55,076	56,827	58,570	60,103	61,634	63,169
8	54,953	56,077	57,568	59,331	61,086	62,632	64,175	65,721
9	57,232	58,448	60,058	61,835	63,603	65,161	66,719	68,276
10	59,510	60,816	62,549	64,338	66,121	67,689	69,259	70,828
11	61,791	63,185	65,037	66,842	68,638	70,218	71,799	73,379
12	64,071	65,557	67,528	69,347	71,156	72,748	74,341	75,935
13	66,368	67,945	70,037	71,873	73,693	75,299	76,904	78,510

Year of Salary Schedule: salary schedule for Effective September 1,2009

Contract length: 1-Sep-08 31-Aug-11

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=327#>

Comments:

Ashland

Schedule:

	BA	BA15	BA30	MA	MA15	MA30	MA45	MA60
1	\$40,330	\$41,405	\$43,338	\$46,033	\$48,183	\$50,436	\$53,049	\$55,528
2	\$41,943	\$43,059	\$45,073	\$47,873	\$50,110	\$52,453	\$55,170	\$58,842
3	\$42,363	\$44,782	\$46,875	\$49,788	\$52,114	\$54,551	\$57,376	\$60,058
4	\$44,058	\$46,573	\$48,749	\$51,778	\$54,199	\$56,733	\$59,672	\$62,461
5	\$45,819	\$48,436	\$50,700	\$53,851	\$56,367	\$60,282	\$62,060	\$64,959
6	\$47,653	\$50,374	\$52,728	\$56,004	\$57,529	\$61,362	\$64,541	\$67,559
7	\$49,560	\$52,390	\$54,839	\$58,245	\$60,968	\$63,817	\$67,020	\$70,261
8	\$51,542	\$54,483	\$57,032	\$60,574	\$63,405	\$66,370	\$69,808	\$73,071
9	\$53,659	\$56,664	\$59,313	\$62,998	\$65,943	\$67,933	\$72,601	\$75,994
10	\$55,745	\$59,508	\$62,289	\$66,268	\$68,243	\$72,132	\$77,611	\$79,792
11	\$60,477	\$62,137	\$64,111	\$71,223	\$73,683	\$76,091	\$78,481	\$80,662
12					\$74,429	\$76,837	\$79,227	\$81,408
12G	\$60,477	\$62,137	\$64,111	\$71,223	\$73,683	\$76,091		

Year of Salary Schedule: 1-Sep-09

Contract length: September 1, 2004 – August 31, :MOU Extended through August 31, 2010

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=12#>

Comments:

## Burlington

### Schedule:

Step	Bachelors	B+15	M/B+36	M+15	M+30	M+45	M+60	Doctorate
1	44,941	46,918	49,688	51,667	53,647	55,624	56,811	57,604
2	46,918	48,896	51,667	53,647	55,624	57,604	58,791	59,580
3	48,896	50,877	53,647	55,624	57,604	59,580	60,767	61,559
4	50,877	52,854	55,624	57,604	59,580	61,559	62,746	63,538
5	53,251	55,228	57,998	59,978	61,955	63,934	65,121	65,913
6	55,624	57,604	60,372	62,350	64,330	66,308	67,497	68,286
7	57,998	59,978	62,746	64,726	66,703	68,683	69,870	70,661
8	60,372	62,350	65,121	67,100	69,077	71,057	72,244	73,036
9	62,746	64,726	67,497	69,474	71,453	73,432	74,618	75,410
10	65,121	67,100	69,870	71,848	73,827	75,806	76,993	77,785
11	67,254	69,232	72,002	73,981	75,959	77,937	79,125	79,918
12	69,630	71,609	74,379	76,357	78,336	80,313	81,502	82,294

Year of Salary Schedule: 2009 to 2010

Contract length: JULY 1, 2008 TO JUNE 30, 2011

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=47>

Comments:

## Canton

### Schedule:

Step	Bachelor's	Master's	M+15	M+30	M+60	M+90
1	35,315	38,483	40,067	41,650	43,825	46,591
2	37,739	41,698	43,676	45,654	49,612	53,562
3	40,394	44,354	46,330	48,305	52,264	56,212
4	42,822	46,776	48,754	50,732	54,689	58,648
5	45,249	49,202	51,182	53,162	57,112	61,068
6	47,573	51,526	53,501	55,477	59,434	63,387
7	49,769	53,730	55,707	57,684	61,638	65,601
8	51,984	55,941	57,917	59,894	63,843	67,798
9	54,189	58,145	60,122	62,099	66,050	70,014
10	56,841	60,794	62,771	64,749	68,700	72,658
11	59,705	63,661	65,639	67,618	71,566	75,522
12	64,339	68,295	70,276	72,258	76,209	80,162

Year of Salary Schedule: 9/1/08 - 8/31/09--there is no other salary schedule listed  
Contract length: September 1,2008 - August 31,2011 but says DRAFT  
Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=49#>

Comments: ?? Need updated schedule



## North Andover

### Schedule:

Step	B	M	M+15	M+30	M+45/CAG	M+60	M+75/D
1	36,872	41,568	42,588	43,611	44,860	46,116	47,315
2	39,040	43,791	44,821	45,858	47,129	48,410	49,669
3	41,210	46,008	47,056	48,107	49,404	50,710	52,029
4	43,649	48,508	49,572	50,636	51,958	53,296	54,681
5	46,088	51,007	52,085	53,167	54,517	55,878	57,331
6	49,070	54,066	55,162	56,256	57,641	59,036	60,571
7	51,218	56,280	57,390	58,504	59,915	61,338	62,933
8	54,999	60,334	61,511	62,756	64,322	65,898	67,611
9	58,782	64,388	65,689	67,658	69,648	71,785	73,651

Year of Salary Schedule: Sept 1 2007

Contract length: 2005-2008

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=200#>

Comments:

## Shrewsbury

### Schedule:

Step	B	B+15	M	M+15	M+30	M+45	M+60
1	\$41,437	\$43,368	\$45,955	\$47,668	\$49,538	\$51,251	\$53,121
2	\$42,838	\$44,630	\$47,512	\$49,227	\$51,095	\$52,810	\$54,678
3	\$44,241	\$46,110	\$48,448	\$50,629	\$52,498	\$54,367	\$55,924
4	\$45,644	\$47,512	\$50,005	\$52,030	\$53,901	\$55,613	\$57,171
5	\$47,046	\$48,914	\$51,406	\$53,277	\$55,146	\$57,016	\$58,573
6	\$49,071	\$51,095	\$53,588	\$55,457	\$57,326	\$59,041	\$60,753
7	\$52,653	\$54,210	\$56,860	\$58,325	\$60,598	\$62,468	\$64,025
8	\$54,678	\$56,393	\$58,729	\$61,066	\$62,935	\$64,492	\$66,207
9	\$56,704	\$58,417	\$61,221	\$63,091	\$64,960	\$66,674	\$68,231
10	\$60,443	\$62,000	\$65,271	\$66,829	\$68,543	\$69,790	\$71,658
11	\$62,468	\$64,181	\$66,985	\$68,699	\$70,724	\$72,438	\$74,463
12	Step	eliminated.	Go	to	Step	13	
13	\$68,520	\$70,390	\$72,714	\$75,063	\$77,712	\$78,647	\$80,516

Year of Salary Schedule: 2008-2009

Contract length: AUGUST 25, 2006 - AUGUST 24, 2010 Extended by MOA to 2010

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=258#>

Comments: 6. Appendices A, B, C (for extension)

a) Advancement on the steps of the salary schedule shall occur on the ninety-second (92nd) day of the 2009-2010 school year. (This effective date shall not affect advancement on salary columns which shall occur at the beginning of the school year.)

b) The maximum step of the Appendix A schedule shall be increased by two (2%) percent effective on the ninety-second (92nd) day of the 2009-2010 school year.

7. Except as modified above, and with applicable date changes, the parties' agreement shall be extended through August 24, 2010.

## Walpole

### Schedule:

STEP	BA	MA	MA + 30	MA + 45
1	37,350	40,695	45,154	48,064
2	38,465	42,089	45,914	49,957
3	39,713	43,765	47,801	51,841
4	43,937	48,253	52,026	53,745
5	46,204	50,526	54,297	56,003
6	48,472	52,799	56,563	58,268
7	50,746	55,070	58,835	60,537
8	53,388	57,706	61,474	63,189
9	56,036	60,368	64,125	65,838
10	58,691	63,013	66,770	68,482
11	61,329	65,716	69,424	71,133
12	64,309	70,256	74,021	76,441
13	65,926	71,876	75,643	79,686

Year of Salary Schedule: Effective September 1, 2009:  
Contract length: September 1, 2008 – August 31, 2011  
Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=298#>

Comments: Effective September 1, 2009, rename the Doctorate lane a Master's +45 lane. Any bargaining unit member currently on the Doctorate lane or who obtains an appropriate Doctorate degree shall be placed on the Masters +45 lane.

## Cambridge

### Schedule:

Step	Bachelor	Masters	M+15	M+30	M+45	M+60	Doctorate
1	41,034	44,083	46,370	48,654	49,615	50,372	51,698
2	42,368	45,422	47,701	49,980	50,941	51,698	53,036
3	43,697	46,744	49,030	51,318	52,279	53,036	54,362
4	46,031	49,084	51,375	53,660	54,621	55,378	56,712
5	48,258	51,318	53,601	55,897	56,857	57,614	58,946
6	50,482	53,537	55,828	58,117	59,079	59,835	61,167
7	52,829	55,893	58,188	60,482	61,442	62,199	63,543
8	58,248	61,313	63,605	65,900	66,860	67,616	68,965
9	61,450	64,528	66,825	69,120	70,081	70,838	72,191
10	64,676	67,751	70,054	72,361	73,322	74,079	75,433
11	68,895	72,789	75,184	78,281	79,280	80,037	81,479

Year of Salary Schedule: effective September 1, 2008

Contract length: Effective: September 1, 2006 through August 31, 2009

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=48>

Comments:

## Somerville

### Schedule:

	BA	BA+15	MA	MA+15	MA+30	MA+45
1	38,632	40,219	42,093	43,415	45,169	46,398
2	40,779	42,395	44,377	45,725	47,531	48,801
3	42,926	44,566	46,660	48,031	49,893	51,203
4	45,297	46,942	49,166	50,544	52,478	53,829
5	47,666	49,315	51,672	53,058	55,064	56,455
6	50,148	51,793	54,290	55,676	57,761	59,192
7	52,742	54,372	57,241	58,606	60,792	62,264
8	55,781	57,372	60,641	61,966	64,269	65,783
9	59,667	61,208	64,722	66,014	68,101	69,524
10	63,280	64,807	68,403	69,685	72,424	73,767
11	65,371	66,943	70,489	71,810	74,409	75,558

Year of Salary Schedule: 2009-2010

Contract length: Effective September 1, 2008 Expiring August 31, 2011

Contract link: <http://educatorcontracts.doemass.org/view.aspx?recno=262#>

Comments:

## Teacher Compensation Differential Between Arlington and TM 20 Towns

### Arlington Pay Scale

plus avg individual HC town \$:

plus avg family HC town \$:

### TM 20 Avg Pay Scale\*

plus avg individual HC town \$:

plus avg family HC town \$:

### Arlington vs TM 20 Comparables

A: difference, SALARY alone:

as percentage:

B: difference,  
SALARY plus INDIVIDUAL HC:

as percentage:

C: difference,  
SALARY plus FAMILY HC:

as percentage:

BA Min.	MA Min.	MA Step 6	MA Max.	MA +15 Max.	MA +30 Max	MA +45 Max	MA +60 Max.	DOC Max
\$39,300	\$42,100	\$50,600	\$68,900	\$69,500	\$70,200	\$70,200	\$73,300	\$73,300
\$46,899	\$49,699	\$58,199	\$76,499	\$77,099	\$77,799	\$77,799	\$80,899	\$80,899
\$59,128	\$61,928	\$70,428	\$88,728	\$89,328	\$90,028	\$90,028	\$93,128	\$93,128
\$40,321	\$43,695	\$54,679	\$72,400	\$73,500	\$76,389	\$77,611	\$77,685	\$81,043
\$45,731	\$49,105	\$60,089	\$77,810	\$78,910	\$81,799	\$83,021	\$83,095	\$86,453
\$53,827	\$57,201	\$68,185	\$85,906	\$87,006	\$89,895	\$91,117	\$91,191	\$94,549
(\$1,021)	(\$1,595)	(\$4,079)	(\$3,500)	(\$4,000)	(\$6,189)	(\$7,411)	(\$4,385)	(\$7,743)
-2.5%	-3.6%	-7.5%	-4.8%	-5.4%	-8.1%	-9.5%	-5.6%	-9.6%
\$1,168	\$594	(\$1,890)	(\$1,311)	(\$1,811)	(\$4,000)	(\$5,222)	(\$2,196)	(\$5,554)
2.6%	1.2%	-3.1%	-1.7%	-2.3%	-4.9%	-6.3%	-2.6%	-6.4%
\$5,301	\$4,727	\$2,243	\$2,822	\$2,322	\$133	(\$1,089)	\$1,937	(\$1,421)
9.8%	8.3%	3.3%	3.3%	2.7%	0.1%	-1.2%	2.1%	-1.5%

For differences, positive number indicates Arlington above average. Negative number indicates Arlington below average.

\*TM 20 average calculated without Arlington

Arlington Health Care:

weighted average, individual plan town contribution: \$7,599

weighted average, family plan town contribution: \$19,828

TM20 Health Care:

average, individual plan town contribution: \$5,410

average, family plan town contribution: \$13,506

TM 20:	Arlington	Milton	Stoneham
	Belmont	Natick	Watertown
	Brookline	Needham	Wellesley
	Chelmsford	Norwood	Weymouth
	Lexington	Randolph	Winchester
	Medford	Reading	Woburn
	Melrose	Salem	

Health Care Cost Summary: selected TM20 Towns

February 2011

INDIVIDUAL PLAN	Arlington <i>total town</i>	Belmont <i>total town</i>	Chelmsford <i>total town</i>	Lexington <i>total town</i>	Melrose* <i>total town</i>	Milton <i>total town</i>	Natick <i>total town</i>	Needham <i>total town</i>	Norwood* <i>total town</i>	Randolph* <i>total town</i>	Reading <i>total town</i>	Stoneham* <i>total town</i>	Watertown* <i>total town</i>	Winchester <i>total town</i>
BC/BS VIP 2000						10080 5040								
HMO Blue/Network Blue	9286 7893		7157 5368	7786 6423		7224 5779	8208 7090				6830 4849			7687 6303
BCBS PPO Blue Options v3											7039 4997			
Blue Care Elect	12024 9018		8578 5404											9763 4882
Blue Choice	19880 14910			9731 7785										9386 4693
Blue Option EPO Rate Saver							6768 5820							
Blue Options Rate Saver														
Fallon--high cost					5992 5213		6876 6188	6876 5260	5991 4793	5991 5093		5991 5093	5991 4793	
Fallon--low cost					4995 4345		6372 5735	5844 4471	4994 3996	4994 4245		4994 4245	4995 3996	
Harvard Pilgrim	7533 6403			7191 5932		7248 5798								
Harvard Pilgrim EPO							7740 6576	7740 5921						
Harvard Pilgrim EPO Rate Saver							6576 5590	6576 5031						
Harvard Pilgrim HMO		6786 5429												
Harvard Pilgrim Independence Plan					7260 6316				7260 5626	7260 5808		7260 6171	7260 5808	
Harvard Pilgrim PPO		10837 5419					15924 7962	15924 7962						
Harvard Pilgrim Primary Choice					5762 5013				5762 4609	5762 4897		5762 4897	5762 4609	
Health New England					4985 4337				4984 3987	4985 4237		4985 4237	4985 3988	
HPHC Medicare Enhance														
Medex III														
Network Blue EPO								8208 6107						
Network Blue EPO Rate Saver								6768 5035						
Network Blue Options*			6462 4847											
NHP Care (Neighborhood Health Plan)					4979 4332				4978 3983	4978 4232		4978 4232	4979 3983	
Tufts EPO							8184 7262	8184 6105						
Tufts Health Plan Navigator					6982 6074				6981 5411	6982 5585		6982 5934	6982 5585	
Tufts Health Plan Spirit					5540 4820				5541 4433	5541 4710		5541 4710	5541 4433	
Tufts Navigator EPO Rate Saver							6948 6184							
Tufts Navigator Rate Saver								6948 5183						
Tufts POS							15924 7962	15924 7962						
UniCare State Indemnity Plan/Basic with CIC (Comprehensive)					9678 5807				9678 5323	9678 5807		9678 5807	9678 5807	
UniCare State Indemnity Plan/Basic without CIC (Non-Comprehensive)					9232 5539				9232 5078	9232 5539		9232 5539	9232 5539	
UniCare State Indemnity Plan/Community Choice					4896 4260				4895 3794	4895 3916		4895 4161	4895 3916	
UniCare State Indemnity Plan/PLUS					6754 5876				6754 5234	6754 5403		6754 5741	6754 5403	

average Town contribution for plan: 5424 5206 6713 5161 5539 6637 5904 4689 4956 4923 5064 4822 5293

weighted average, Arlington: 7599

average of all except Arlington: 5410

Key: total = total cost of plan; town = town share of plan

GIC member towns (marked with asterisk above): Melrose, Norwood, Randolph, Stoneham, Watertown

Health Care Cost Summary: selected TM20 Towns

February 2011

FAMILY PLAN	Arlington	Belmont	Chelmsford	Lexington	Melrose*	Milton	Natick	Needham	Norwood*	Randolph*	Reading	Stoneham*	Watertown*	Winchester
	total town	total town	total town	total town	total town	total town	total town	total town	total town	total town	total town	total town	total town	total town
BC/BS VIP 2000						24972 12486								
HMO Blue/Network Blue	24573 20887		18548 13911	20260 16714		19332 15466	22020 17021				18296 12990			20755 14944
BCBS PPO Blue Options v3											18854 13386			
Blue Care Elect	32409 24306		22231 14005											26360 13180
Blue Choice	53140 39855			25415 20332										25024 12512
Blue Option EPO Rate Saver							18168 13989							
Blue Options Rate Saver														
Fallon--high cost					14380 12510		18516 14813	18516 12776	14378 11503	14379 12222		14379 12222	14379 11503	
Fallon--low cost					11988 10430		14640 11712	14640 10102	11987 9589	11987 10189		11987 10189	11987 9590	
Harvard Pilgrim	19361 16457			18696 15424		19488 15590								
Harvard Pilgrim EPO							20160 15465	20160 13910						
Harvard Pilgrim EPO Rate Saver							17148 13204	17148 11832						
Harvard Pilgrim HMO		18386 14709												
Harvard Pilgrim Independence Plan					17733 15428				17733 13743	17733 14186		17733 15073	17733 14186	
Harvard Pilgrim PPO		29477 14738					35376 17688	35376 17688						
Harvard Pilgrim Primary Choice					14074 12245				14074 11259	14074 11963		14074 11963	14074 11259	
Health New England					12356 10750				12356 9885	12356 10503		12356 10503	12356 9885	
HPHC Medicare Enhance														
Medex III														
Network Blue EPO								22020 14533						
Network Blue EPO Rate Saver								18168 11991						
Network Blue Options*			16748 12561											
NHP Care (Neighborhood Health Plan)					13194 11478				13193 10554	13193 11214		13193 11214	13193 10555	
Tufts EPO							21420 16654	21420 13666						
Tufts Health Plan Navigator					16952 14749				16951 13137	16952 13561		16952 14409	16952 13561	
Tufts Health Plan Spirit					13455 11706				13454 10763	13454 11436		13454 11436	13454 10763	
Tufts Navigator EPO Rate Saver							18204 14199							
Tufts Navigator Rate Saver								18204 11614						
Tufts POS							35376 17688	35376 17688						
UniCare State Indemnity Plan/Basic with CIC (Comprehensive)					22596 13557				22595 12428	22596 13557		22596 13557	22596 13557	
UniCare State Indemnity Plan/Basic without CIC (Non-Comprehensive)					21561 12937				21561 11859	21561 12937		21561 12937	21561 12937	
UniCare State Indemnity Plan/Community Choice					11750 10222				11749 9105	11749 9399		11749 9986	11749 9399	
UniCare State Indemnity Plan/PLUS					16119 14023				16118 12492	16118 12895		16118 13701	16118 12895	

average Town contribution for plan: 14724 13492 17490 12503 14514 15243 13580 11360 12005 13188 12266 11674 13545

weighted average, Arlington: 19828

average of all except Arlington: 13506

Key: total = total cost of plan; town = town share of plan

GIC member towns (marked with asterisk above): Melrose, Norwood, Randolph, Stoneham, Watertown



## Arlington

### Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Blue Choice	0.250	0.250	19,880	53,140	14,910	39,855	4,970	13,285	1656.64	4428.35
HMO Blue (aka Netwo	0.150	0.150	9,286	24,573	7,893	20,887	1,393	3,686	773.8	2047.71
Harvard Pilgrim	0.150	0.150	7,533	19,361	6,403	16,457	1,130	2,904	627.78	1613.39
Blue Care Elect	0.250	0.250	12,024	32,409	9,018	24,306	3,006	8,102	1001.97	2700.72

### Year of Salary Schedule:

Contract length:

Contract link:

### Comments:

- ♦ rates as of Jan 2011
- ♦ calculated from total cost and given splits

Belmont

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Harvard Pilgrim PPO	0.500	0.500	10,837	29,477	5,419	14,738	5,419	14,738		
Harvard Pilgrim HMO	0.200	0.200	6,786	18,386	5,429	14,709	1,357	3,677		

Year of Salary Schedule:

Contract length:

Contract link:

Comments: for fiscal 2010  
numbers calculated from total costs and splits given on sheet from Belmont school HR benefits website

Brookline in GIC but don't have rates

Schedule:

Year of Salary Schedule:

Contract length:

Contract link:

Comments: In GIC as of FY11 but don't have rates

Chelmsford

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Blue Care Elect	0.370	0.370	8,578	22,231	5,404	14,005	3,174	8,225	714.86	1852.55
HMO Blue	0.250	0.250	7,157	18,548	5,368	13,911	1,789	4,637	596.42	1545.67
Network Blue Options	0.250	0.250	6,462	16,748	4,847	12,561	1,616	4,187	538.53	1395.65

Year of Salary Schedule:

Contract length:

Contract link:

Comments:           calculated from totals and splits

Lexington

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Blue Choice of MA	0.200	0.200	9,731	25,415	7,785	20,332	1,946	5,083		
Blue Choice New Engl	0.200	0.200	9,731	25,415	7,785	20,332	1,946	5,083		
Network Blue (HMO BI	0.175	0.175	7,786	20,260	6,423	16,714	1,363	3,545		
Network Blue New Eng	0.175	0.175	7,786	20,260	6,423	16,714	1,363	3,545		
Harvard Pilgrim	0.175	0.175	7,191	18,696	5,932	15,424	1,258	3,272		

Year of Salary Schedule:

Contract length:

Contract link:

Comments:           calculated splits from given totals

Medford

no data available

Schedule:

Year of Salary Schedule:

Contract length:

Contract link:

Comments:

Melrose

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Fallon Community Health	0.130	0.130	4,995	11,988	4,345	10,430	649.32	1558.44	54.11	129.87
Fallon Community Health	0.130	0.130	5,992	14,380	5,213	12,510	778.92	1869.36	64.91	155.78
Harvard Pilgrim Independent	0.130	0.130	7,260	17,733	6,316	15,428	943.8	2305.32	78.65	192.11
Harvard Pilgrim Primary	0.130	0.130	5,762	14,074	5,013	12,245	749.04	1829.64	62.42	152.47
Health New England	0.130	0.130	4,985	12,356	4,337	10,750	648	1606.32	54	133.86
Tufts Health Plan Navigator	0.130	0.130	6,982	16,952	6,074	14,749	907.68	2203.8	75.64	183.65
Tufts Health Plan Spirit	0.130	0.130	5,540	13,455	4,820	11,706	720.24	1749.12	60.02	145.76
NHP Care (Neighborhood)	0.130	0.130	4,979	13,194	4,332	11,478	647.28	1715.16	53.94	142.93
UniCare State Indemnity	0.400	0.400	9,678	22,596	5,807	13,557	3871.32	9038.28	322.61	753.19
UniCare State Indemnity	0.400	0.400	9,232	21,561	5,539	12,937	3692.88	8624.52	307.74	718.71
UniCare State Indemnity	0.130	0.130	4,896	11,750	4,260	10,222	636.48	1527.48	53.04	127.29
UniCare State Indemnity	0.130	0.130	6,754	16,119	5,876	14,023	878.04	2095.44	73.17	174.62

Year of Salary Schedule:

Contract length:

Contract link:

Comments GIC

Numbers are back-calculated from rate sheet

Milton

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Harvard Pilgrim	0.200	0.200	7,248	19,488	5,798	15,590	1,450	3,898	604	1624
HMO Blue	0.200	0.200	7,224	19,332	5,779	15,466	1,445	3,866	602	1611
BC/BS VIP 2000	0.500	0.500	10,080	24,972	5,040	12,486	5,040	12,486	840	2081

Year of Salary Schedule:

Contract length:

Contract link:

Comments:

FY11 data  
assumes VIP2000 plan split is 0.5 as was in prior year



Natick

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Harvard Pilgrim PPO	0.500	0.500	15,924	35,376	7,962	17,688	7,962	17,688	1327	2948
Tufts POS	0.500	0.500	15,924	35,376	7,962	17,688	7,962	17,688	1327	2948
Harvard Pilgrim EPO	0.150	0.233	7,740	20,160	6,576	15,465	1,164	4,695	645	1680
Network Blue	0.136	0.227	8,208	22,020	7,090	17,021	1,118	4,999	684	1835
Tufts EPO	0.113	0.223	8,184	21,420	7,262	16,654	922	4,766	682	1785
Fallon Direct Care	0.100	0.200	6,372	17,220	5,735	13,776	637	3,444	531	1435
Fallon Select Care	0.100	0.200	6,876	18,516	6,188	14,813	688	3,703	573	1543
Blue Option EPO Rate	0.140	0.230	6,768	18,168	5,820	13,989	948	4,179	564	1514
Fallon Direct EPO Rate	0.100	0.200	5,436	14,640	4,892	11,712	544	2,928	453	1220
Fallon Select EPO Rate	0.100	0.200	5,844	15,744	5,260	12,595	584	3,149	487	1312
Harvard Pilgrim EPO R	0.150	0.230	6,576	17,148	5,590	13,204	986	3,944	548	1429
Tufts Navigator EPO R	0.110	0.220	6,948	18,204	6,184	14,199	764	4,005	579	1517

Year of Salary Schedule:

Contract length:

Contract link:

Comments: west suburban health group, numbers calculated from given totals and splits

# Needham

## Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Harvard Pilgrim PPO	0.500	0.500	15,924	35,376	7,962	17,688	7,962	17,688	1327	2948
Harvard Pilgrim EPO	0.235	0.310	7,740	20,160	5,921	13,910	1,819	6,250	645	1680
Harvard Pilgrim EPO R	0.235	0.310	6,576	17,148	5,031	11,832	1,545	5,316	548	1429
Network Blue EPO	0.256	0.340	8,208	22,020	6,107	14,533	2,101	7,487	684	1835
Network Blue EPO Rat	0.256	0.340	6,768	18,168	5,035	11,991	1,733	6,177	564	1514
Tufts POS	0.500	0.500	15,924	35,376	7,962	17,688	7,962	17,688	1327	2948
Tufts EPO	0.254	0.362	8,184	21,420	6,105	13,666	2,079	7,754	682	1785
Tufts Navigator Rate S	0.254	0.362	6,948	18,204	5,183	11,614	1,765	6,590	579	1517
Fallon SelectCare	0.235	0.310	6,876	18,516	5,260	12,776	1,616	5,740	573	1543
Fallon SelectCare Rate	0.235	0.310	5,844	15,744	4,471	10,863	1,373	4,881	487	1312
Fallon Direct Care	0.235	0.310	6,372	17,220	4,875	11,882	1,497	5,338	531	1435
Fallon Direct Care Rat	0.235	0.310	5,436	14,640	4,159	10,102	1,277	4,538	453	1220

## Year of Salary Schedule:

Contract length:

Contract link:

Comments: calculated from given totals and splits

Norwood

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Fallon Community Health	0.200	0.200	4,994	11,987	3,996	9,589	999	2,397	\$83.24	\$199.78
Fallon Community Health	0.200	0.200	5,991	14,378	4,793	11,503	1,198	2,876	\$99.85	\$239.64
Harvard Pilgrim Independent	0.225	0.225	7,260	17,733	5,626	13,743	1,633	3,990	\$136.12	\$332.49
Harvard Pilgrim Primary	0.200	0.200	5,762	14,074	4,609	11,259	1,152	2,815	\$96.03	\$234.56
Health New England	0.200	0.200	4,984	12,356	3,987	9,885	997	2,471	\$83.07	\$205.93
Tufts Health Plan Navigator	0.225	0.225	6,981	16,951	5,411	13,137	1,571	3,814	\$130.90	\$317.84
Tufts Health Plan Spirit	0.200	0.200	5,541	13,454	4,433	10,763	1,108	2,691	\$92.35	\$224.23
NHP Care (Neighborhood)	0.200	0.200	4,978	13,193	3,983	10,554	996	2,639	\$82.97	\$219.88
UniCare State Indemnity	0.450	0.450	9,678	22,595	5,323	12,428	4,355	10,168	\$362.92	\$847.33
UniCare State Indemnity	0.450	0.450	9,232	21,561	5,078	11,859	4,154	9,702	\$346.20	\$808.54
UniCare State Indemnity	0.225	0.225	4,895	11,749	3,794	9,105	1,101	2,643	\$91.79	\$220.29
UniCare State Indemnity	0.225	0.225	6,754	16,118	5,234	12,492	1,520	3,627	\$126.63	\$302.22

Year of Salary Schedule:

Contract length:

Contract link:

Comments: GIC, numbers back calculated from monthly employee costs

Randolph

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Fallon Community Health	0.150	0.150	4,994	11,987	4,245	10,189	749	1,798	\$62.43	\$149.84
Fallon Community Health	0.150	0.150	5,991	14,379	5,093	12,222	899	2,157	\$74.89	\$179.74
Harvard Pilgrim Independent	0.200	0.200	7,260	17,733	5,808	14,186	1,452	3,547	\$121.00	\$295.55
Harvard Pilgrim Primary	0.150	0.150	5,762	14,074	4,897	11,963	864	2,111	\$72.02	\$175.92
Health New England	0.150	0.150	4,985	12,356	4,237	10,503	748	1,853	\$62.31	\$154.45
Tufts Health Plan Navigator	0.200	0.200	6,982	16,952	5,585	13,561	1,396	3,390	\$116.36	\$282.53
Tufts Health Plan Spirit	0.150	0.150	5,541	13,454	4,710	11,436	831	2,018	\$69.26	\$168.17
NHP Care (Neighborhood)	0.150	0.150	4,978	13,193	4,232	11,214	747	1,979	\$62.23	\$164.91
UniCare State Indemnity	0.400	0.400	9,678	22,596	5,807	13,557	3,871	9,038	\$322.60	\$753.19
UniCare State Indemnity	0.400	0.400	9,232	21,561	5,539	12,937	3,693	8,624	\$307.74	\$718.70
UniCare State Indemnity	0.200	0.200	4,895	11,749	3,916	9,399	979	2,350	\$81.59	\$195.82
UniCare State Indemnity	0.200	0.200	6,754	16,118	5,403	12,895	1,351	3,224	\$112.57	\$268.64

Year of Salary Schedule:

Contract length:

Contract link:

Comments: GIC, all numbers back calculated from employee cost and split

Reading

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
BCBS Network Blue OI	0.290	0.290	6,830	18,296	4,849	12,990	1,981	5,306	165.06	442.16
BCBS PPO Blue Optior	0.290	0.290	7,039	18,854	4,997	13,386	2,041	5,468	170.1	455.64

Year of Salary Schedule:

Contract length:

Contract link:

Comments: numbers calculated from employee costs and splits

Salem no data available

Schedule:

Year of Salary Schedule:  
Contract length:  
Contract link:

Comments:

# Stoneham

## Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Fallon Community Health	0.150	0.150	4,994	11,987	4,245	10,189	749	1,798	\$62.43	\$149.84
Fallon Community Health	0.150	0.150	5,991	14,379	5,093	12,222	899	2,157	\$74.89	\$179.74
Harvard Pilgrim Independent	0.150	0.150	7,260	17,733	6,171	15,073	1,089	2,660	\$90.75	\$221.66
Harvard Pilgrim Primary	0.150	0.150	5,762	14,074	4,897	11,963	864	2,111	\$72.02	\$175.92
Health New England	0.150	0.150	4,985	12,356	4,237	10,503	748	1,853	\$62.31	\$154.45
Tufts Health Plan Navigator	0.150	0.150	6,982	16,952	5,934	14,409	1,047	2,543	\$87.27	\$211.90
Tufts Health Plan Spirit	0.150	0.150	5,541	13,454	4,710	11,436	831	2,018	\$69.26	\$168.17
NHP Care (Neighborhood)	0.150	0.150	4,978	13,193	4,232	11,214	747	1,979	\$62.23	\$164.91
UniCare State Indemnity	0.400	0.400	9,678	22,596	5,807	13,557	3,871	9,038	\$322.60	\$753.19
UniCare State Indemnity	0.400	0.400	9,232	21,561	5,539	12,937	3,693	8,624	\$307.74	\$718.70
UniCare State Indemnity	0.150	0.150	4,895	11,749	4,161	9,986	734	1,762	\$61.19	\$146.86
UniCare State Indemnity	0.150	0.150	6,754	16,118	5,741	13,701	1,013	2,418	84.43	201.48

## Year of Salary Schedule:

Contract length:

Contract link:

Comments: GIC, all numbers back calculated from employee monthly cost and split

# Watertown

## Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		Employee monthly cost	
	individual	family	individual	family	individual	family	individual	family	individual	family
Fallon Community Hez	0.200	0.200	4,995	11,987	3,996	9,590	999	2,397	\$83.25	\$199.79
Fallon Community Hez	0.200	0.200	5,991	14,379	4,793	11,503	1,198	2,876	\$99.85	\$239.65
Harvard Pilgrim Indep	0.200	0.200	7,260	17,733	5,808	14,186	1,452	3,547	\$121.00	\$295.55
Harvard Pilgrim Prima	0.200	0.200	5,762	14,074	4,609	11,259	1,152	2,815	\$96.03	\$234.56
Health New England (I	0.200	0.200	4,985	12,356	3,988	9,885	997	2,471	\$83.08	\$205.94
Tufts Health Plan Navi	0.200	0.200	6,982	16,952	5,585	13,561	1,396	3,390	\$116.36	\$282.53
Tufts Health Plan Spiri	0.200	0.200	5,541	13,454	4,433	10,763	1,108	2,691	\$92.35	\$224.23
NHP Care (Neighborhc	0.200	0.200	4,979	13,193	3,983	10,555	996	2,639	\$82.98	\$219.89
UniCare State Indemn	0.400	0.400	9,678	22,596	5,807	13,557	3,871	9,038	\$322.60	\$753.19
UniCare State Indemn	0.400	0.400	9,232	21,561	5,539	12,937	3,693	8,624	\$307.74	\$718.70
UniCare State Indemn	0.200	0.200	4,895	11,749	3,916	9,399	979	2,350	\$81.59	\$195.82
UniCare State Indemn	0.200	0.200	6,754	16,118	5,403	12,895	1,351	3,224	\$112.57	\$268.64

## Year of Salary Schedule:

Contract length:

Contract link:

## Comments:

GIC

numbers back calculated from monthly cost & split



# Wellesley

## Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Harvard Pilgrim EPO			8,044	20,968					670.34	1747.32
HPHC Rate Saver EPO	0.168	0.207	6,834	17,830	5,686	14,139	1,148	3,691	569.51	1485.83
Network Blue EPO			8,521	22,866					710.07	1905.51
Blue Options Rate Sav	0.168	0.229	7,029	18,861	5,848	14,542	1,181	4,319	585.72	1571.75
Tufts EPO			8,834	23,112					736.2	1926
Tufts Navigator Rate S	0.202	0.232	7,495	19,650	5,981	15,091	1,514	4,559	624.58	1637.46
Fallon Selectcare HMO			6,991	18,844					582.62	1570.34
Fallon Select Rate Saver			5,931	15,981					494.25	1331.77
Fallon Directcare HMO			6,482	17,524					540.14	1460.35
Fallon Direct Rate Saver			5,514	14,860					459.49	1238.35
Harvard Pilgrim PPO			16,684	37,076					1390.37	3089.7
Tufts POS			16,684	37,076					1390.37	3089.7
Medex III			5,494	#VALUE!					457.86	n/a
HPHC Medicare Enhance			4,872	#VALUE!					406	n/a

## Year of Salary Schedule:

Contract length:

Contract link:

## Comments:

West Suburban healthcare  
split depends on plan, category  
don't have all data

Weymouth

no data available

Schedule:

Year of Salary Schedule:

Contract length:

Contract link:

Comments:

Winchester

Schedule:

plan name	Employee percent paid		Total annual cost		Town annual cost		Employee annual cost		TOTAL monthly cost	
	individua	family	individual	family	individual	family	individual	family	individual	family
Blue Care Elect	0.5	0.5	9,763	26,360	4,882	13,180	4,882	13,180	813.6	2196.69
Blue Choice	0.5	0.5	9,386	25,024	4,693	12,512	4,693	12,512	782.2	2085.35
Network Blue Value Pl	0.18	0.28	7,687	20,755	6,303	14,944	1,384	5,811	640.57	1729.58
Network Blue Value Pl	0.18	0.22	7,687	20,755	6,303	16,189	1,384	4,566	640.57	1729.58

Year of Salary Schedule:

Contract length:

Contract link:

Comments: calculated from total costs and splits

Woburn

have split but not amounts

Schedule:

Year of Salary Schedule:

Contract length:

Contract link:

Comments:

## **Teacher Pay Scale and Benefits Informal Working Group – Winter 2011**

**Working Group Members:** Annie LaCourt - Selectman, Kirsy Allison-Ampe – School Committee member, Linda Hanson – teacher and AEA Board Member

**Objective:** To pull together actual numbers to use in addressing the issue of relative pay and health care benefits (i.e. total compensation) with a focus on teacher benefits because of data availability and working group member interest.

### **Methodology**

#### **Payscale**

- 1) We collected teacher pay scale information from the DOE “educator contracts” site (<http://educatorcontracts.doemass.org>). Contract year 2009-2010 data was used unless otherwise specified. These were the comparable groups analyzed:
  - “Town Manager 20” (TM 20) - Group of twenty comparable towns used in FY11 budget
  - DESE District Analysis and Review Tool comparable districts (DART) - This group of eleven towns is comprised of districts with the most similar demographics in terms of total school enrollment, and percentage of students in the following sub categories: Low Income, SPED, and Limited English Speaking populations.
  - Proximity to Arlington Towns (Proximity) – eight communities bordering Arlington
- 2) We created a spreadsheet to compare wages at nine different points along the pay scale: BA Year 1, MA Year 1, MA Step 6, MA Maximum, MA +15 Maximum, MA +30 Maximum, MA +45 Maximum, MA +60 Maximum, Doctorate Maximum.
- 3) We compared Arlington’s wages to the average of each of the three comparable groupings, and expressed the difference in terms of dollars, and as a percentage of the average wage.

#### **Health Care**

- 1) We collected information on health care insurance plans, rates and splits for thirteen other communities in the TM 20 group. Data was obtained from a variety of sources including contracts, and school, town and government websites. Caryn Malloy in the HR department also helped by obtaining health care data by direct request.
- 2) We expressed those rates in terms of annual cost and town cost per plan.
- 3) We used a simple average for the town cost for all plans offered for both individual and family plans. The difference between plan costs within the other towns presented (excluding Arlington) varied by no more than \$2,000 for individual plans, and \$3,000 for family plans.
- 4) We used a weighted average for Arlington rates. Exact figures of the number and distribution of plan members were available, and a weighted average better approximates the cost of the plans to the Town, given the very small number of individuals in very high cost plans (Blue Care Elect and Blue Choice).

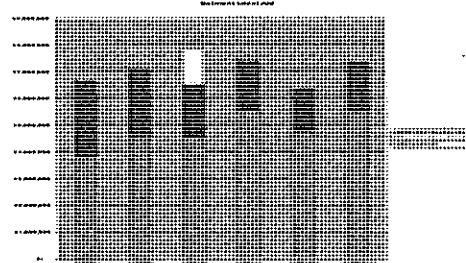
#### **Total Compensation**

- 1) For Arlington: We added the weighted average health plan cost per employee for individual and family plans to the wage at the nine different pay scale points to come up with total compensation amounts.
- 2) For the other districts: We added the average town health care cost for both individual and family plans to the average wage for the TM 20 (excluding Arlington) at each of the nine pay points.
- 3) We compared the difference between Arlington’s total compensation package and the TM 20 average compensation package at each of the nine pay scale points. This differential was expressed in terms of dollars, and as a percentage difference from the group average total.

## Local Aid and Legislation

Excerpts from presentation to  
Belmont Board of Selectman  
February 7, 2011

Belmont has done well with local  
aid through the recession.

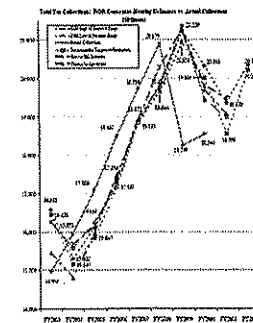


The Governor's proposal is almost  
\$1,000,000 above assumed.

Governor's Proposed FY2012 Total Local Aid (Chapter 70 and UGGA)	\$7,343,027
Local Aid assumed in FY2012 budget process (Chapter 70 and UGGA))	\$6,357,000
Difference	\$976,027

NOTE: Special Education Circuit Breaker roughly even net of federal funds.

Don't it to the bank.



Source: DOR Briefing Book, 2012: [http://www.mass.gov/AdoptedBudget/StateBriefing%20Book/FY2012\\_CRE\\_briefingbook.pdf](http://www.mass.gov/AdoptedBudget/StateBriefing%20Book/FY2012_CRE_briefingbook.pdf)

Don't take it to the bank.

- Holding Medicaid to no increase while adding another 4.6% increase in membership.
- Taking another \$200 million from the already-depleted stabilization fund.
- Closing two prisons by reforming sentencing.
- Complete reform of the bar advocacy programs that provides legal services for indigent defendants.

Don't take it to the bank.

	Millions \$ in FY11 HWM	% Change FY08 to 11
State Agencies	\$9,580	-7.8%
Debt	\$1,863	-3.3%
Health Care	\$10,971	22.8%
Local Aid	\$5,101	-8.7%
Belmont Total	\$84	4.4%
Belmont Salaries Only	\$43	10.1%

Sources: <http://dailycrownsreporter.com/index.php?local-aid-reference-data/local-aid-in-state-budget-perspective>  
[http://www.belmont.ma.us/Public\\_Documents/BelmontMA\\_AdminFY12Budget/FY12%20Budget%20cover%20letter%20&%20misc%20charts.pdf](http://www.belmont.ma.us/Public_Documents/BelmontMA_AdminFY12Budget/FY12%20Budget%20cover%20letter%20&%20misc%20charts.pdf)

**There are concerns about risks in public pension planning – 8.25%?**

S&P 500 – 1928 to 2004 (most of the gains come in the post-war era)	10.3%
Annual state pension fund returns since 1985 pension reforms	9.36%
Annual state pension funds return since 2000	3.70%
S&P500 – 2000 to 2007 (peak to peak)	~0%

Sources: <http://www.mapension.com/Publications/Annual/PRITCAFR2010.pdf>, <http://www.standardandpoors.com/indices/sp-500/enus/7/indexid=spusa-500-usdof-p-us1->, [http://www2.standardandpoors.com/spf/html/media/SP\\_Timeline\\_2006.html](http://www2.standardandpoors.com/spf/html/media/SP_Timeline_2006.html)

**There are concerns about fairness of public employee benefits.**

Private employees with defined benefit pension plans	20%
Private employees with defined benefit plans based on terminal earnings	7%
Social Security benefits compared to public pension benefits for typical history	44%
Men 65-74 with any form of corporate retirement (DB or DC plan, 401(k), etc.)	26%
Private firms offering post employment health	11%

Sources: See <http://willbrownsberger.com/index.php/archives/5499>

**Movement is likely on pensions . . .**

- Further curtailment of abuses, at least
- Deeper reforms possible
  - Reduce investment risk to future generations
  - Reduce the sharp contrast between public and private benefits (social security)
  - Reduce the unfairnesses among different groups of public employees

. . . unlikely that this will help in FY2012.

**. . . and on municipal managers' powers to health costs . . .**

- Allow entry in to GIC without collective bargaining
- Allow design changes consistent with GIC policy without collective bargaining
- Share savings with employees at the time of transition

. . . this may turn out to help Belmont in future years.

**There is also discussion of limiting post-retirement health benefits.**

- Cosponsored legislation to make employee contribution proportional to length of service.
- Debate about degree of retroactivity
  - Constitutional limitations apply more clearly to pension benefits than to health.
  - Fairness limits limit application to existing retirees and people close to retirement

[willbrownsberger.com](http://willbrownsberger.com)

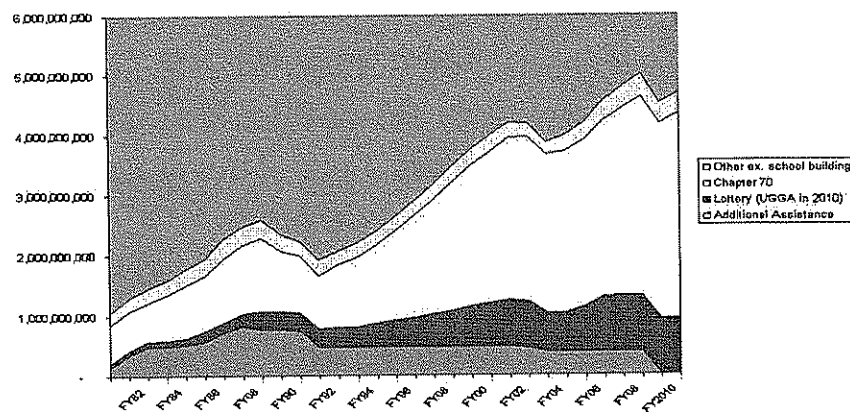
[willbrownsberger@gmail.com](mailto:willbrownsberger@gmail.com)

# Local Aid

Arlington Board of Selectman  
February 14, 2011

State policy has evolved over time  
to rely heavily on income/wealth  
measures in distributing local aid.

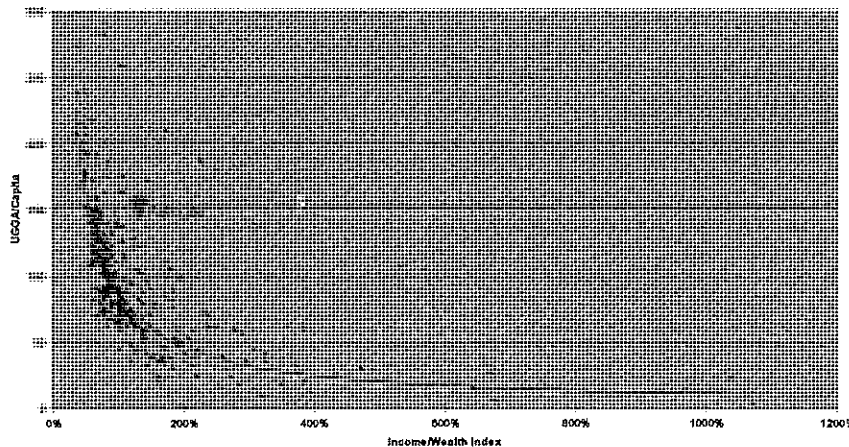
Total State Aid – All Municipalities: 1981 - 2011 (House 2)





## The UGGA distribution tracks income and wealth closely.

Fiscal 2011 Unrestricted General Government Aid Per Capita with Power Trend Line



Arlington aid is down, but is still more generous than for most.

- Only Harvard, Cambridge and Mount Washington do better than Arlington (are wealthier but get more unrestricted general government aid per capita).
- 215 of 351 communities are both poorer than Arlington and receive less unrestricted general government aid per capita.